



International
Labour
Organization

**► Regional consultation for
Europe and Central Asia in
preparation of the 5th Global
Conference on the Elimination of
Child Labour
(Durban, 2022)**

13–14 December 2021

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► Executive Summary

The Regional Consultation for Europe and Central Asia in preparation of the 5th Global Conference on the Elimination of Child Labour was held on 13th and 14th December 2021 with the objectives of identifying common challenges, priorities and good practices in the region and propose agenda items for the 5th Global Conference, discussing progress in the elimination of child labour in the region and consolidating commitment. Because of travel restrictions, the consultations were held online and preceded by a questionnaire to inform the discussions. The consultation was held in English and interpreted into Russian, French and Spanish. Contributions were given verbally and via chat and an online whiteboard.

The agenda items discussed were:

Day 1

- Opening Statements from various stakeholders
- Session on previous commitments
- Session on Regional factsheets

Day 2

- Session on main priorities for the region and for the 5th Global Conference on the Elimination of Child Labour
- Roundtable Discussion on good practices and how to scale up
- Conclusions and inputs for the agenda on the 5th Global Conference on the Elimination of Child Labour

Contributions came from a variety of stakeholders including, Governments in the region; the ILO, the Government of South Africa; Employer and Worker representatives; Alliance 8.7; and NGOs and came from countries in all of the sub-regions of the ECA region.

Best practices were shared from Turkey, Serbia, Finland, Guatemala, the Netherlands, Germany, Slovenia, Albania and Uzbekistan on topics including collective action, awareness-raising, social protection, education, private sector action, data collection, legislation, due diligence in global supply chains, national policy, labour inspection and capacity building.

Overall the discussions culminating in a list of agenda items for the 5th Global Conference on the Elimination of Child Labour to be held in South Africa in 2022. Key topics for the agenda include:

1. The quality of education
2. Focussing on action instead of more pledges
3. Focus on areas where child labour is most prevalent – agriculture, street children, migrants
4. Collective Action
5. Social Protection and better working conditions
6. Awareness Raising
7. Policy gaps
8. Due Diligence in global supply chains
9. Sharing success stories
10. Tackling the root causes of child labour
11. Prevention of child labour
12. Mitigating the impact of Covid19
13. Norm Changing
14. Monitoring and Evaluation

Some other topics proposed included better data collection, discussion on the role of the private sector, curbing trafficking, forced labour, labour migration, cooperation with Alliance 8.7, humanitarian situations and multi-dimensional approaches.

► Abbreviations

CCTE	CCTE Conditional Cash Transfer for Education Programme (Turkey)
CGIL	Italian General Confederation of Labour
CSO	Civil Society Organization
ECA	Europe and Central Asia
EU	European Union
ILO	International Labour Organization
IOE	International Organization of Employers
IPEC	International Programme on the Elimination of Child Labour
ITUC	International Trade Union Confederation
MEDEF	Mouvement des Entreprises de France (French Business Association)
METIP	Seasonal Agricultural Workers Project Turkey
NGO	Non-Governmental Organisation
NSW	Northern, Southern and Western (Europe)
SDG	Sustainable Development Goal
UN	United Nations
UNICEF	United Nations Children's Fund

► 1. Background and aims of Regional Meeting

1.1 Background

Europe and Central Asia have made significant political commitments in the fight against child labour over the past five years or so, not only through pledges from the IV Global Conference on the Sustained Eradication of Child Labour in 2017 but also through action pledges in 2021, the year for the elimination of child labour, which all aim to attain SDG Target 8.7: “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”.

To follow up on the pledges and pave the way forward, the 5th Global Conference on the Elimination of Child Labour will take place in South Africa in May, 2022, with the ILO requested to take the lead role in preparing for the 5th Global Conference. A major part of this preparation was the organization of regional consultation meetings with major stakeholders of countries in those regions (i.e. Latin America, Africa, Europe and Central Asia, Arab States and Asia and the Pacific). The Europe and Central Asia Regional Consultation was convened by the ILO on the 13th and 14th December 2021. This report summarizes its principal conclusions.

The Europe and Central Asia region consists of 51 countries and is divided into four sub-regions Northern, Southern and Western (NSW) Europe, Eastern Europe, Central Asia and Western Asia.

► Figure 1: Map of ECA region and sub-regions.



Source: Regional Factsheet Presentation, ILO, Michaëlle de Cock

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 the ECA region and propose regional thematic priorities to bring a regional perspective to the 5th Global Conference,
- provide a forum for discussing progress in eliminating child labour in the Europe & Central Asia region, and
- consolidate commitment, efforts and partnerships at the continental, regional and national levels to accelerate the pace of eliminating child labour in Europe and Central Asia.

1.3 Methodology

The ECA regional consultation meeting was conducted virtually through the Zoom communication platform. Simultaneous interpretation was provided in four languages (English, Russian, French, and Spanish).

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 5th Global Conference in 2022 using a range of forums, including:

- presentations by key speakers from governmental and non-governmental organizations and tripartite partners
- 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
- A shared digital whiteboard (Jamboard), on which participants could share their views and raise topics
- an open chat room operating in the four languages, where participants could communicate with one another in real time
- an open room for questions and answers (Q&A), which allowed speakers and moderators to respond to questions

Data from the questionnaires were compiled and analysed and, together with inputs from the various forums and are reflected in the main consultation outcomes presented in the body of this report and included in more detail in the annexes.

The agenda consisted of six main sessions:

Day 1

- Opening Statements
- Session on previous commitments
- Session on Regional factsheets

Day 2

- Session on main priorities for the region and for the 5th Global Conference on the Elimination of Child Labour
- Roundtable Discussion on good practices and how to scale up
- Conclusions and inputs for the agenda on the 5th Global Conference on the Elimination of Child Labour

The full agenda is included in the annexes.

In total 197 participants were present at the consultation, most on both days and for the full duration. Thirty-eight countries in the region were represented as well as the European Union and the Government of South Africa. Turkey was particularly well represented with 31 participants. Participants represented Governments, Employers' Organisations, Worker unions, NGOs and the ILO.

► 2. Summary of sessions, presentations and inputs

The first day of the conference was moderated by **Mr. Maurizio Bussi**, Deputy Regional Director for Europe and Central Asia, ILO. He introduced himself as the moderator for the day and reminded that this is the fourth regional consultation, to be followed later in the week by the regional consultation for the Arab States. He then introduced some housekeeping items for the smooth functioning of the consultation and explained how the consultation sessions would work and the languages available for communication/ interpretation - English, Russian, French and Spanish. He also directed participants to the Google Jamboard for the meeting for sharing additional information and resources for the meeting and beyond (in any of the four languages). He then introduced Mr. Heinz Koller to open the consultation with welcoming remarks.

2.1 Opening remarks and implications

Overview of the session

Mr. Heinz Koller, Assistant Director-General and Regional Director for Europe and Central Asia, ILO greeted and welcomed everyone to the meeting – Government, Social Partners and Civil Society, colleagues from UN Family and the ILO. He mentioned that 2021 is the year for the elimination of Child Labour and just four years from the deadline in 2025 for the total elimination of Child Labour. Mr. Koller then provided the background for the consultations, explaining that the ILO Governing body requested consultations in all five regions before the end of 2021, in preparation for the 5th Global Conference on the Elimination of Child Labour. The consultations should inform the 5th Global Conference about regional priorities, challenges and good practices in eliminating child labour. They also aim to give regional stakeholders opportunities to identify the issues to be included in the agenda of the 5th Global Conference on the Elimination of Child Labour and to indicate the preferences for the outcome document. Mr. Koller then thanked the Government of South Africa for taking the lead in organizing the 5th Global Conference, a first for the continent and welcomed Mr. Sipho Ndebele representing the Government of South Africa. He then reflected on the IV Global Conference on the Sustained Eradication of Child Labour in Argentina, where many Governments, social partners and other stakeholders committed to new and innovative measures to eliminate child labour, culminating in almost one hundred pledges and close to twenty pledges from the ECA region. He then lauded the milestones achieved since the IV Global Conference including the universal ratification of Convention 182, a historic first, that means all children now have legal protection against the worst forms of child labour.

Mr. Koller then went on to reflect that child labour has, however, increased for the first time in almost two decades and provided some statistics based on ILO UNICEF estimates from June 2021:

- The number of children in child labour globally has risen by 8.4 million to 160 million since 2016.
- The impact of the COVID-19 pandemic is not yet clear but is likely to exacerbate that situation.
- Child Labour in Europe and Central Asia increased from 5.5 to 8.3 million between 2016 and 2020.
- 95% of those in child labour in the region are in hazardous work, having increased from 5.3 to 7.9 million, placing the region second highest in the world for hazardous child labour.
- 3.1 million girls and 5.2 million boys are in child labour in the region.
- Agriculture accounts for the largest share of children in child labour (more than half), consisting primarily of family subsistence and smallholder farming but also including commercial plantations, capture fisheries, aquaculture and fish processing.

On a more positive note, the region has also taken a leading role on a number of issues. This includes leadership and support to Alliance 8.7 platform with France as current chair and a big welcome was given to Anousheh Karvar, Chairperson of Alliance 8.7. Mr. Koller praised the increasing active role of the ECA region in the Alliance in the past year, with France, the Netherlands and Germany joining Albania as pathfinder countries and Uzbekistan joining as a partner country. Alliance 8.7, where the ILO works together with many other partners and pathfinder countries, accelerates action towards achieving target 8.7 to end child labour in all its forms by 2025. He also mentioned the Child Labour platform co-chaired by the International Organization of Employers (IOE) and the International Trade Union Confederation (ITUC) and supported by the ILO and UNICEF, which tackles child labour in supply chains globally.

Mr. Koller continued by sharing some good practices from the region:

- Child Labour has virtually been eliminated from the cotton value chain in Uzbekistan, and Forced labour has also fallen significantly
- ILO interventions in Kosovo, Montenegro and Serbia supporting the respective Ministries to reduce child labour and build capacity, especially in terms of inspection, identification and awareness
- Initiatives in Turkey focussing on child labour in seasonal agriculture - The ILO works in close collaboration with all constituents in the public and private sector to eliminate child labour across various elements of the supply chain

He concluded by emphasising that ensuring adequate inspection has been difficult during the pandemic, but ILO teams and partners have found innovative ways to continue to advocate for the elimination of child labour and to ensure safeguards in affected sectors and as more children are at risk of child labour due to the COVID-19 pandemic, renewed cooperation and support for countries most affected by child labour is urgently needed. The consultation and continued collective efforts, leading up to the fifth global conference and beyond is therefore more necessary than ever and so he look forward to hearing from all participants about progress and challenges in the elimination of child labour.

Mr. Sipho Ndebele, Chief Director, International Relations, Ministry of Employment and Labour, South Africa, provided a presentation (See Annex 2) on the 5th Global Conference on the Elimination of Child Labour, which is scheduled for 17th-19th May 2022 in Durban, South Africa and is expected to be a hybrid event with 2000 delegates for face-to-face sessions. The conference will include a plenary session of the Global Report, thematic sessions and possibly side events, depending on restrictions at the time. He emphasized that there has been good achievement in the ratification Convention 182 in 2020, but still there are 8 million more kids in child labour, with the situation worst in Africa. He emphasised that the conference must go ahead, must put children first and should be a moment of exchange for learning from each other and different regional initiatives. He also highlighted the need to reinforce multi-stakeholder and global partnerships. The South African vision for the 5th Global Conference is a clear visible change in mindset; learning from centenary declaration; Socio-economic interventions in public policy and the labour market – a critical aspect; and leveraging ILO instruments including convention 190, value chain monitoring, reducing numbers excluded from education and wage subsidy programmes among others. The theme of the conference is “UPSCALE! UP-SKILL! INTEGRATE! - *Accelerate and build a resilient future labour market to eradicate child labour and forced labour through a human-centred-approach*”. This should be achieved by upscaling efforts to achieving the 2025 SDG target including upskilling and integrating key issues of transition from school to work.

The Outcome from 5th Global Conference should be action-oriented rather than based on new initiatives, calling all member states to a form of social contract with regional initiatives and action plans and multi-stakeholder and global partnerships embedded within it. The social contract should look also beyond 2025, learning from what has already happened. The social contract should include targets from priorities that need attention; annual or mid-term evaluation reports; learning from Commonalities and best practice; and targeted assistance from developed countries.

He concluded by saying the 2022 provides an opportunity to create a positive environment that ensures that we are no longer victims but victors in the eradication of child labour.

Mr. Wilm Geurts, Director of International Affairs, Ministry of Social Affairs and Employment of the Kingdom of the Netherlands, was then introduced. He discussed that targets for the elimination of child labour have not been achieved to date. The second global conference in 2010 set targets for 2016, which were not achieved, and it is unlikely that SDG 8.7 will be achieved by 2025. He also suggested that the covid19 pandemic will lead to further increased numbers of children in child labour. On a positive note, he praised the achievement of increased awareness of child labour in recent years and said that consumer awareness has turned into action by governments, companies, NGOs, global communities and parents and joint actions including the formation of Alliance 8.7.

He then discussed the Netherlands role in supporting the eradication of child labour, including as a recent member of Alliance 8.7 as a pathfinder country. The Netherlands, as a consumer country, focusses policy on due diligence in its supply chains, providing information and financial support to the private sector and NGOs; and setting requirements for trade missions and procurement policies among others. It also supports ILO efforts to tackle child labour through awareness raising and capacity building. The next step is legislation for mandatory due diligence global supply chains. He called for due diligence legislation by other countries, at the European level and as a region.

He concluded by emphasising the need to speed up efforts in the fight against Child Labour and asked to focus on areas where Child Labour is most prevalent and highlighted a need for innovation, collaboration, joint focus and joint action for joint goals. He finally stated the need to foster access to education and living wages and reduce poverty.

Ms. Anousheh Karvar, Government Representative of France to the ILO Governing Body and to G7-G20 Labour & Employment, Chair of the Global Partnership against Child Labour, Forced Labour, Human Trafficking and Modern Slavery (Alliance 8.7) spoke next. She thanked the organisers and also highlighted the critical situation of increasing child labour and need to increase global efforts in this area. She then introduced the Alliance 8.7 as a multi-stakeholder global partnership, working towards 2025 for the eradication of child labour and 2030 for the other criteria. She highlighted that France and the Netherlands as the 24th and 25th pathfinder countries to join Alliance 8.7 and welcomed Germany to the Alliance. The conference in Durban will enhance partnership to address Child Labour in the global supply chains by linking pathfinder countries with producer countries.

She discussed how France, in its efforts to support the international year for the elimination of child labour is working on the National Strategy to accelerate the elimination of Child labour, force labour, human trafficking and modern slavery in France and world-wide. Nine different ministries are working together to improve policies through several conferences and studies. The strategy was co-created by business networks; social partners; international and European organisations; and NGOs, together with the French Government. Five groups worked in parallel for six months to develop the national strategy. The strategy is based on cooperation and concrete actions for prevention; consumer awareness; ending child labour to increase school participation; and getting European partners working also to eliminate child labour.

Unfortunately, France is not completely exempt from the phenomenon of child labour within its own borders but is working towards it. France, as a pathfinder country for Alliance 8.7, aims to strengthen the synergy and impact of its actions against child labour, on its own territory and world-wide, based on its legislative framework, and in particular, through its 2017 Corporate Duty of Vigilance law, which calls multinational corporations, in particular, to action, considering governance of regional branches.

Ms. Karvar thanked the Government of South Africa for its efforts to Convene the conference in difficult circumstances and hoped that the above issues will be discussed. Any decision and action to be taken after the conference will be followed up and evaluated in regular forums in the Global Alliance 8.7

Ms. Karvar proposed the main actions for France and Alliance 8.7 to work on at the Durban Conference are:

- Zero tolerance for child labour in France and in the world
- Putting Global supply chains at the heart of activity, because this is how developed countries can make a difference on a global scale.

She concluded by saying that the French national strategy would be shared in English at the conference and looked forward to the event with much hope.

Mr. Erkin Mukhitdinov, First Deputy Minister of Employment and Labour Relations of the Republic of Uzbekistan described the results of the work done in Uzbekistan in the past five years and presented preliminary plans for the coming year in the field of the eradication of child labour and ensuring decent work for everyone, including youth. He attributed success to joint adoption of measures together with the ILO towards eliminating all forms of forced labour in agriculture. The work was carried out in the framework of the Decent work Country programme 2013-2020 and included regulatory measures, awareness raising, capacity building, promotion of decent working conditions, monitoring and dialogue. Amendments to the Criminal Code and Administrative code mean penalties for violations of labour law and a new edition of the Labour Code has been developed to promote decent work. The country also ratified ILO conventions 129 and 81. The extensive awareness raising included banners in prominent areas, social videos across all TV channels and annual press conferences in all regions of the country. Social dialogue was conducted through the “third party monitoring” project and human rights defenders were given official certification to access cotton fields and feedback mechanisms have been introduced with over two thousand appeals received in 2019 and 2020.

He then listed some further statistics to confirm the success of the interventions, including the prosecution of sixty-seven officials for allowing forced labour; monitoring of more than thirteen thousand enterprises, farms and agricultural associations; the improvement of the country's human trafficking status; no child labour found in sericulture (silk); and the adoption of a Decent Work Country Programme 2021-2025. He concluded by emphasising Uzbekistan's commitment to eradicating child labour in every sphere of the economy and urged participants to fulfil obligations of the ILO conventions and ensure decent work for those over 15, providing access to vocational training and inclusive youth employment programs in order to increase the competitiveness of youth on the labour market.

Ms. Silvana Cappuccio, International Policy Officer, Department for Global Policy, Italian General Confederation of Labour (CGIL Italy) again highlighted the growth in child labour, saying that European trade unions are also reporting this. She said that it is necessary to act where there is an absence of decent jobs and wages and that children represent the age group with the highest risk of poverty and social exclusion rates in 13 out of the 27 EU member states with one in four children at risk of poverty or social exclusion in 2020 and a school dropout rate of 10% (with 16% in Spain and Romania and 20% in Sicily). Ethnic minorities and migrants are also more likely to drop out so there is a clear need for intervention. She also highlighted the 8,000 unaccompanied minors in Italy and 130,000 asylum-seeking children in the EU in 2020. She called for better quality public education, especially for girls and migrants and humanitarian help from the EU and emphasised the fundamental importance of rule of law and the need to improve and work on integration of refugees. Finally, Ms. Cappuccio called for the promotion of ratification of conventions 182 and 138 with the cooperation of Alliance 8.7 and highlighted the urgent intervention needed in Sub-Saharan Africa, particularly against the worst forms of child labour.

Ms Anne Vauchez, Deputy Director of International and European Social Affairs, MEDEF (France) started by highlighting the child labour rate of 5.7% in the ECA region, mainly in rural areas and called for intervention to change this. She said that poverty, lack of social protection and lack of labour inspection due to COVID-19 are concerns for employers and that child labour is a priority issue for the employers. She called for domestic policy interventions as the best way to tackle the issues.

France currently brings together all French stakeholders through five dedicated working groups as mentioned by Ms. Karvar earlier. These discussions should make it possible to draw up an inventory of the existing framework and of all the actions carried out by France to achieve target 8.7 of the sustainable development objectives, and in particular the eradication of child labour.

Ms. Vauchez explained that guides have been developed for employers and enterprises on Child Labour, decent wages and criteria for decent work and businesses take action with salary regulation; specific measures against child labour; and policies to protect hazardous jobs. She called for reinforced cooperation among partners (Government, businesses, trade unions.); the facilitation of data, information and best practice sharing; coordination and collaboration by the ILO of different partner projects in different countries and on progress monitoring. She also called for the ILO to systematically tackle Child labour and coordinate action based on root causes.

Mr. Tjalling Postma, Policy Advisor, International Affairs replacing Mr Tuur Elzinga, President of the Netherlands Trade Union Confederation (FNV) pointed out that Child Labour was rising before the pandemic and continues to rise because of pandemic. He highlighted again the numbers of children in child labour, contrasting formal global commitments with the constant increases in child labour and stated that eliminated child labour is not charity but a necessity to achieve sustainable development.

He also expressed disappointment at the delays in due diligence legislation in Europe and discussed the need for due diligence in global supply chains and the work done in the Netherlands to improve this. He emphasised the need for structural responses and negotiation between stakeholders – employers, government authorities and workers organizations, in order to improve the child labour situation

Mr. Postma highlighted the importance of access to education for all children and the need to keep them in school, which calls for better quality education meaning qualified teachers with good working conditions and tools and resources. There should also be a safe and secure environment with water and sanitation, books and internet. Furthermore, we highlighted the need for decent work for adults, so children don't have to work.

Key words and phrases from the session

Regional consultations, **Child Labour**, increasing child labour, worst forms of child labour, root causes, 5th Global Conference on the Elimination of Child Labour, progress, challenges, hazardous work, Governments, social partners, civil society, ILO interventions, Upscale, upskilling, integration, victim to victor, resilience, social contract, exchange, Alliance 8.7, due diligence, inter-ministerial cooperation, innovation, collaboration, joint focus, **joint action**, decent work, regulatory measures, **awareness** raising, social dialogue, cotton, agriculture, youth, vocational training, youth employment, Trade unions, school dropout, poverty, national policy, working groups, cooperation, information sharing, best practice sharing, coordination, quality **education**, **decent work** and salaries, decent work for parents, humanitarian assistance, rule of law, integration of **refugees**, ratification of **ILO conventions**, domestic approaches, multi-stakeholder approaches, **SDG target 8.7**.

Agenda Items for the 5th Global Conference arising from the session

- Speed up efforts in the fight against Child Labour
- Focus on areas where Child Labour most prevalent
- Quality Education
- Domestic approaches: National level coordination and cooperation with the ILO
- Practical social intervention
- Partnership & Stakeholder cooperation: Need for innovation, collaboration, joint focus and joint action
- Ratification of ILO conventions (and fulfilment)
- Focus on children in agriculture
- Sharing of data, information and good practices
- Integration of refugees
- Cooperation with Alliance 8.7
- Focus on root causes of child labour

2.2 Session One: Previous Commitments and Pathfinder Priorities

Overview of the session

Mr. Simon Hills, Technical Specialist, Fundamental Principles and Rights at Work Branch- Governance Department, ILO started his presentation (See Annex 3) by highlighting that the overall goal of the Global conference pledges is to achieve SDG 8.7. Ninety-six pledges made at the IV Global Conference on the Sustained Eradication of Child Labour, mainly by Governments and regional bodies and nineteen ECA constituents made pledges. Common themes were the ratification of ILO conventions; access to education; youth employment and vocational training; and regulating global supply chains. Twelve action pledges were made in 2021, the year of the elimination of child labour by ECA constituents from six Governments, four workers' unions and one employers' union. The action pledges came mainly from Western Europe but also from Kosovo and Turkey. Mr. Hills then set discussion questions for the session:

1. What is left to be done to achieve the goal of ending child labour in all forms in the region by 2025?
2. Do these pledges go far enough?
3. Are pledges effective? How can we improve the monitoring and completion of pledges?
4. What is the desired outcome for the 5th Global Conference? New pledges? Another form of commitment?

Feedback from the discussion included:

- The need to focus on action rather than more pledges
- The acknowledgement that pledges are also good and some have been acted on
- The need for more legislation on Due Diligence in global supply chains, particularly by the EU and the need to stop the anti-lobby by big business.
- The need to address child labour in the informal economy – This is difficult to trace
- The need for better monitoring and evaluation of progress in the efforts to eliminate child labour.
- Norm changing is necessary - Child Labour should not be acceptable and poverty should not be a reasonable excuse for child labour and the norm must be that children are in school and not at work.

Key words and phrases from the session

Norm changing, due diligence, global supply chains, responsible business conduct, pledges, **action**, commitment, **success stories**

Agenda Items for the 5th Global Conference arising from the session

- Focus on actions over pledges
- Need for Unions to work together for the Elimination of child labour
- Due Diligence in supply chains – More countries and European Union need to act
- Monitoring of progress/ Evaluation of pledges
- Norm changing so that child labour is not seen as acceptable, and poverty not as an excuse.
- Sharing success stories on eliminating child labour and acting on pledges.

2.3 Session Two: Statistical and Analytic briefs on current situation on child labour in the region

Overview of the session

Ms. Michaelle De Cock, Head of Research and Evaluation Unit, Fundamental Principles and Rights at Work Branch – Governance Department, ILO introduced the statistical landscape for Child Labour¹. Child labour estimates have been produced by the ILO six times since the year 2000, the last in 2020 in partnership with UNICEF. The estimates cover 66% of the world population of 5–17-year-olds. As mentioned before, 160 million children are estimated to be in child labour (one in every ten children), of which 79 million are in hazardous work. Global progress against child labour has stalled since 2016 and COVID 19 is having a serious impact on child labour: Without mitigation measures, 8.9 million more children will likely be in child labour by the end of 2022 due to the increased poverty related to the pandemic. However, depending on how member states and the international community reacts, this could be better or worse. If social protection coverage is extended, child labour could be reduced significantly. On the other hand, and worst-case scenario, if austerity or other measures reduce social protection, there could be more than 200 million children in child labour. Ms. De Cock emphasised that the future of child labour is in the hands of the participants and country stakeholders.

She then provided an overview of the ECA region, which is comprised of 50 countries and 4 sub-regions: Central Asia; Eastern Europe; Northern, Southern and Western (NSW) Europe; and Western Asia. Data for the region include (pre-pandemic):

- 8.3 million children in child labour. 7.9 million of these children are in Hazardous work. While the region in the middle range world-wide for child labour, it has the second highest level of hazardous child labour in the world – Only Africa is higher.
- Child labour prevalence is higher for boys (5.1 million) than for girls (3.2 million) in the ECA region, similar to the rest of the world. The gender gap becomes more pronounced with age. For 15–17-year-olds, there are more than twice as many boys than girls in child labour
- Expanding the definition of Child Labour to include 20 hours per week or more of *household chores*, child labour prevalence increases for both genders, especially in the younger age groups. Considering the time children spend on household chores is important to get a real picture of the lives of children.
- Child labour is much more common among children living in rural areas, reflecting the likeliness of working on family farms.
- Agriculture accounts for the largest share of children in child labour -54% in total and 60% of 5–14-year-olds. Agricultural work is not just on family farms but also in commercial plantations including aquaculture, fish processing and other. 15–17-year-olds work mainly in services, followed by industry.
- Children in hazardous work (the majority of the child labourers in the region) are much less likely to attend school, with attendance rates less than 80% compared to at least 99.9% for children in non-hazardous work.
- Child labour consists in large part in *unpaid work* within the family unit, especially for those younger than 15.

Ms. De Cock then critiqued the data by saying that the timely collection of child labour data remains an important challenge in the region. Apart from NSW Europe, less than half of children are represented by the data in each region with as little

¹ See Appendix 4 for presentation

as 6% in Western Asia. She called for more data on Child Labour to identify the children in need of social protection. She then introduced Peter Matz to continue the discussion on the topic.

Peter Matz, Child Labour Consultant, introduced his presentation (see also Annex 5) with an overview of regional data on child labour, as per the previous presentation. He then explored other worst forms of child labour that exist in the region include Trafficking, commercial sexual exploitation, forced begging and recruitment by non-state armed groups. He said that key challenges to progress against child labour include poverty; social protection deficits, particularly because child labour is mostly in the informal economy; educational equity challenges such as access for marginalized groups including refugee and migrant children; educational quality challenges, which disproportionately affect more marginalized children; decent work deficits and informality (in Eastern Europe, almost one-third of work is informal and higher Central and Western Asia); gender issues; humanitarian situations including natural hazards such as earthquakes, displacement (Turkey hosts the world's largest refugee population) and armed conflict; challenges in data collection and statistics; deficits in Child labour legislation and enforcement mechanisms, particularly in light of informal economy; and the COVID-19 pandemic.

Mr. Matz discussed that poverty persists in the region and even prior to COVID, child poverty was higher (3%) than adult poverty (2%). Children from marginalised backgrounds; with disabilities, from large families, from single-parent households; children in rural areas; and the Roma community were more likely to live in poverty. The linkage between child marriage and child labour was then discussed. A recent UNICEF study suggests child marriage is strongly linked to some of the worst forms of child labour, namely forced child labour and sexual exploitation.

The COVID-19 other policy gaps that are relevant in some countries are limited protections for children working in the informal sector; restrictions on labour inspection e.g. not being allowed to carry out unannounced inspections or in the informal economy; incomplete legal frameworks against the worst forms of child labour; and limited social services for children involved in or at risk of child labour, which is at risk of being aggravated due to the pandemic. The pandemic has seen risk of abuse, neglect and violence, including GBV; rise in poverty levels; school closures (and rising incentive for child labour); stretched social protection systems; erosion of decent work gains and increasing informality; and exacerbation of pre-existing humanitarian situations.

Progress against child labour in the ECA region has included improvements in safeguarding children's rights e.g. in the European Union; strengthening child labour protections through laws and policies e.g. through national action plans and hazardous work lists; enhancing the capacity for law enforcement and child labour monitoring; data collection; expanding education and social programmes to reach some of the marginalized populations; coordination mechanisms; and tackling child labour in global supply chains, among others in the pathfinder countries.

Collective Policy Gaps in Child Labour across the region include limited availability of data on child labour; inadequate social protection; inequity in education; and inadequate supply chain legislation for due diligence. Other policy gaps that are relevant in some countries are limited protections for children working in the informal sector; restrictions on labour inspection (e.g. not being allowed to carry out unannounced inspections or in the informal economy), incomplete legal frameworks against the worst forms of child labour; and limited social services for children involved in or at risk of child labour, which is at risk of being aggravated due to the pandemic.

The feedback session highlighted child labour in tourism and agriculture, street children and Roma families. It also called for the involvement of trade unions with social partners to eliminate child labour. Participants also called for a focus on child labour on agriculture and reaching families not linked to global supply chains. The importance of the role of CSOs in eliminating child labour was also highlighted and a question was asked regarding the inclusion of children and youth voices in the 5th Global Conference

Key words and phrases from the session

Data, hazardous work, agriculture, household chores, unpaid work, family farms, Child Labour, Migrant children, trafficking, children with disabilities, Roma, sexual exploitation, child marriage, COVID 19, forced begging, child poverty, informal economy, policy gaps, risks.

Agenda Items for the 5th Global Conference arising from the session

- More and better data collection to identify children in child labour
- Policy gaps
- Active participation of CSOs in the conference
- Focus on Child Labour in Agriculture

Opening of Day 2

The consultations on Day 2 were moderated by **Mr Francesco d'Ovidio**, Head of Solutions and Innovation Unit, Fundamental Principles and Rights at Work Branch – Governance Department, ILO. Mr. d'Ovidio thanked the participants for inputs on day 1 and commented on the usefulness of the session. He introduced Day 2's session with the goal of setting priorities for the ECA region in the 5th Global Conference on the Elimination of Child Labour and outlined that the second day would be more technical. He then introduced the agenda for the day and handed over to Simon Hills for the first session of the day.

2.4 Session Three: Identification of topics and preferred outcome document for the 5th Global Conference on the Elimination of Child Labour

Overview of the session

Mr. Simon Hills, Technical Specialist, Fundamental Principles and Rights at Work Branch- Governance Department, ILO introduced the session², explaining that it was based on the results of the participant questionnaires, which had six main questions and had been answered by 62 participants at the time of analysis.

2.4.1 Achievements since the IV Global Conference on Child Labour (Q3)

Many achievements were listed and included adoption and implementation of policies (international and national) to eradicate child labour, create awareness, training stakeholders, joining the Alliance 8.7, promotion of education, research, Monitoring, support to human trafficking victims, modifying penal codes, funding strategies and social dialogue.

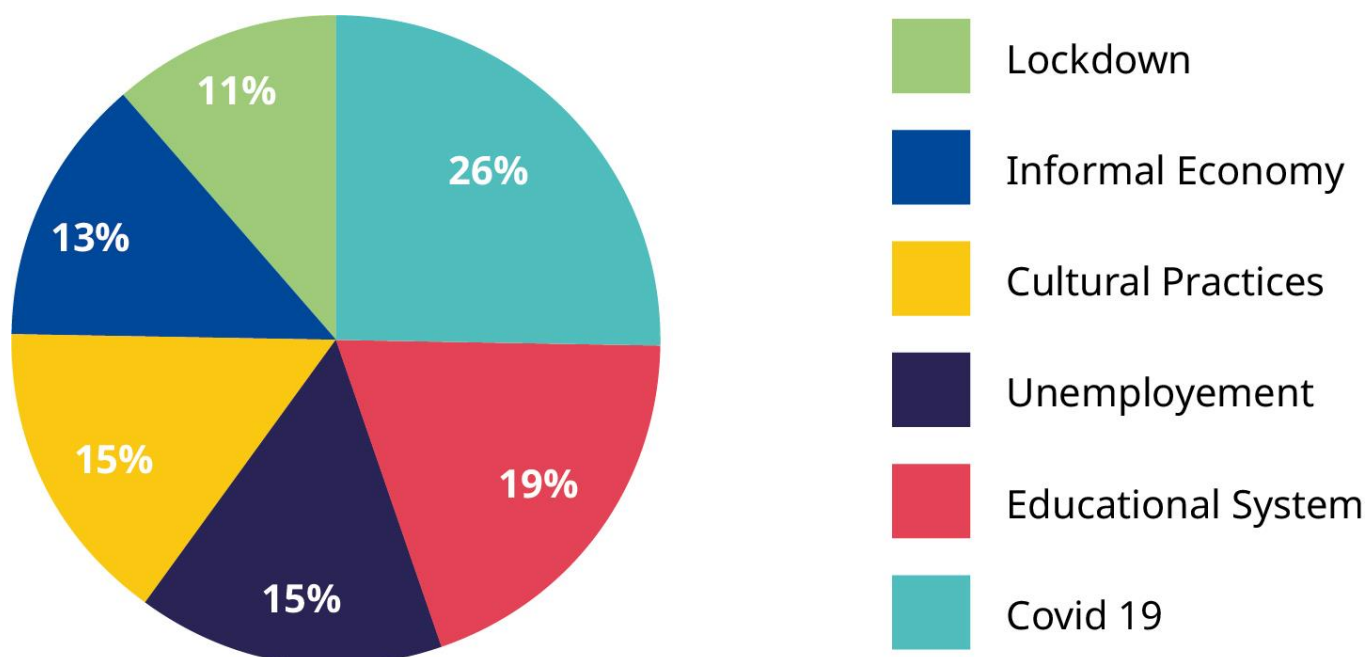
More detail on individual achievements are considered under the section on best practices.

2.4.2 Major challenges in eliminating child labour (Q4)

The most common challenges included those rooted in the covid19 pandemic (most commonly stated), education system deficiencies, unemployment, cultural practices, overrepresentation of informal economy and economic slowdown due to lockdown. It was highlighted that all of these points were also mentioned in Day 1 discussions.

² See Appendix 6 for presentation slides

► **Figure 2: Key challenges in eliminating child labour**



Source: Conference Presentation by Simon Hills on questionnaire results

Other challenges cited included Working in a multi-sectoral approach across different levels; Weak social protection systems with low coverage rates; school closures; lack of attention to rural communities and informal sectors; limited role of companies (not motivated to) in addressing child labour; lack of enforcement and compliance with national legislation; efforts/actions to eliminate Child Labour are not sustainable; lack of commitment on the part of policy makers to address Child Labour; high demand for cheap labour; no inspection of informal sectors by labour inspectors; and high incidence of child labour among the children of Syrian refugees (Turkey).

Some challenges are pre-existing, others new and some structural. Most challenges were also highlighted in other discussions.

2.4.3 The most important items for the agenda of the 5th Global Conference (Q2)

In order of frequency of response in the questionnaire, the top agenda items to be included in the 5th Global Conference are:

1. Education (mentioned by over a quarter of respondents)
2. Poverty Eradication and Social Protection (23% respondents)
3. Role of the Private Sector
4. Awareness Raising
5. Sharing Good practices
6. Curbing Trafficking
7. Better Work Conditions
8. Forced Labour and Labour Migration

The later synthesis of questionnaire responses (see Annex 7) also added further topics

1. The impact of Covid19
2. Opportunities for decent work
3. National legislation for protection of children and adoption of international conventions
4. Better inspection of informal economy
5. Data collection and analysis
6. International cooperation on child labour

2.4.4 Priorities to eliminate Child Labour between now and 2025 (Q6)

The answers were divided into four categories

- Protecting: Children and Youth rights; and Social Protection
- Reducing: Child Labour in Agriculture; and Poverty
- Strengthening: Cooperation with ILO; Labour inspections; Child Labour Monitoring; and National Legislation
- Improving: Education; OSH measures in the work place; Work conditions; Awareness campaigns; and Advocacy for Children's Rights.

Some answers may not be relevant to individual countries but represent the region as a whole.

The later synthesis of questionnaire responses added also

- improving data collection, studies and research on child labour related issues
- supporting SDGs, especially Alliance 8.7
- supporting/protecting seasonal, migrant workers, forced labour,
- Provide third countries help and **cooperation**

2.4.5 Good Practices (Q7)

Many good practices were listed including youth advisory councils; translation of legislation into local languages; comprehensive approaches and coordination; national guidelines; assistance to vulnerable families; teacher training; technology literacy training and digital access for vulnerable children; engagement of the private sector; and support systems for victims. This topic was also addressed in the final session of the day.

The synthesis of questionnaire results outlined some successful approaches mentioned:

- Multi-actor partnership
- Schemes for improving employability for youth through skills development
- Social protection for families
- Training of multiple stakeholders on Child Labour and awareness raising on Child Labour
- Programmes for school enrolment and monitoring
- Policy dialogue, national action plans and modification of labour legislation
- Identifying, documenting and sharing good practices and lessons learned.

2.4.6 Discussion

Significant discussion followed the presentations and raised many points. Inputs were recorded from speakers and in the conference chat forum. Inputs came from Trade Unions, Governments and NGOs and UN organisation. Countries represented included the Netherlands, Finland, Albania, Slovenia, Italy, Serbia, Croatia, Switzerland and Germany and multiple countries were represented by international organisations.

In general support was shown for the responses. Additions to the agenda items for the 5th Global Conference were:

- Focus on the *prevention* of child labour
- Legislation on Due Diligence in Global Supply Chains, coupled with area-based approaches to work with communities and considering that selective supply chain approaches could simply shift the child labour to other value chains
- Coverage of all areas where children work: Agriculture, tourism, construction, fashion, family businesses, household, while not forgetting that over half are in agriculture and paying attention to the worst forms of child labour.
- Need for focus on street children
- Approach to migrant/refugee children as vulnerable groups in all societies
- Multi-stakeholder approaches to identify child labourers, include social partners, NGOs and even media.
- The impact of Alliance 8.7

- Norm-changing to affect overall behaviour and attitude to child labour
- Evaluation of pledges from IV Global Conference
- Strengthen responses to victims of child labour in all its forms
- Building impact assessment into child labour policies

Best Practices were shared from Slovenia, Finland, Turkey

Key words and phrases from the session

Lockdown, Covid19, informal economy, cultural practices, unemployment, **education**, inspection, policy, **norm changing**, **decent work**, **data collection**, priorities, **elimination of child labour**, agenda for 5th Global Conference, agriculture, street children, **multi-stakeholder approaches**

Agenda Items for the 5th Global Conference arising from the session

- Education (mentioned by over a quarter of respondents)
- Poverty Eradication and Social Protection (23% respondents)
- Role of the Private Sector
- Awareness Raising
- Sharing Good practices
- Curbing Trafficking
- Better Work Conditions
- Forced Labour and Labour Migration
- The impact of Covid19
- Opportunities for decent work
- National legislation for protection of children and adoption of international conventions
- Better inspection of informal economy
- Data collection and analysis
- International cooperation on child labour
- Focus on the *prevention* of child labour
- Due Diligence and legislation combined with bottom-up area-based approaches and coverage of all value chains.
- Child Labour in Agriculture and coverage of all sectors where children work- tourism, construction, fashion, family business, household.
- Focus on street children
- Approach to migrant/refugee children as vulnerable groups in all societies
- Multi value-chain approach
- Multi-stakeholder approaches to identify child labourers, include social partners, NGOs and even media.
- Norm-changing to affect overall behaviour and attitude to child labour
- Evaluation of pledges from IV Global Conference
- Strengthen responses to victims of child labour in all its forms
- Building impact assessment into child labour policies
- Monitoring of Child Labour

2.5 Session Four: Discussion on good practices and scalability of interventions in the region

Overview of the session

Ms. Sanja Kljajic, Head of Department for Professional Supervision, Republic Institute for Social Protection, replacing Biljana Zekavica, Assistant Minister, Ministry of Labour, Employment, Veteran and Social Affairs of the Republic of Serbia (Interpreted from Serbian language). Ms. Kljajic started by outlining the prominence of the topic of Child Labour in Serbia since 2016. In 2017, an instruction was adopted by the Labour Ministry to guide the topic. The issue of child labour and its prominence has stemmed from the work to tackle trafficking which has been ongoing since the year 2000 and the experience contributes to tackling Child Labour. Serbia collected data on child labour in 2018 and 2020 but unfortunately very few children were identified (15 in 2018 and 9 in 2020) and mostly only street children were identified, which is clearly not the real picture. This highlighted the need to build capacity in identifying child labour victims. Identification is crucial to providing interventions. The identified children were provided with social protection measures.

Ms. Kljajic went on to describe how the protocol on violence against children is being amended to consider Child Labour as a form of violence against children. The knock-on effect of the protocol is that each system has to adopt a specific protocol containing procedures for identifying, reporting and handling child labour cases. The labour inspectorate has also received a ministerial instruction on identifying child labour and risks of potential child labour. They can also report child labour to social services. Although Labour inspectors cannot enter private households, they are obliged to report anything they notice in private households to social services.

She then explained that data collection on child labour counts not only the number of children but also their profile (gender, age, education, family background, social environment) and actions taken to protect them, which can help in developing targeted policy for the elimination of child labour.

In terms of capacity building for social service providers, an instruction has been developed for dealing with child labour and training of 100 professionals has been conducted. There is also emphasis on interdepartmental cooperation to tackle the issue and the public is aware and interested in the topic. She concluded by saying that there is a need to align the actions and procedure of relevant actors in social protection and organise joint training.

Mr. Ali Aybey, Deputy Director-General, DG for External Affairs, Ministry of Labour and Social Security of the Republic of Turkey based his presentation on good practices from Turkey (see Annex 8) in its effort to tackle the problem of child labour and highlighted some of the main policies and laws that Turkey put in place over the years to fight child labour and the transition over the years in the different key sectors where child labour was more prevalent.

Turkey's achievements can be attributed to policy improvements for child protection and fighting child labour including to the constitution and labour law and inclusion of the fight against child labour in Turkey's development plan and national employment strategy, which aims to eliminate the worst forms of Child Labour by 2023. Mr. Aybey guided the participants through the timeline of achievements towards the eradication of child labour in Turkey, starting in 1990, when Turkey ratified the "UN Convention on the Rights of the Child", before joining IPEC in 1992, ratifying ILO conventions, making policy improvements, implementing two successive programmes on the elimination of child labour, and child labour force surveys among others.

In total there have been 7 policy pillars, 18 strategies and 106 Activities so far. There has been significant progress in decreasing child labour from 15.2% in 1994 to 4.4% in 2019. The majority are employed in the agricultural sector and are between the ages of 5 to 14 years while the biggest number of children in the services sector are aged between 15 and 17 years.

The main target groups for Turkey in the elimination of the worst forms of child labour are children in seasonal agriculture, street children and those working in industries (hazardous work). To tackle child labour in agriculture, the Seasonal Agricultural Workers Project (METIP) was set up. Now in its second phase, each governorship has its own action plan and there is a E-METIP monitoring mechanism. METIP activities are funded by the Government.

The Conditional Cash Transfer for Education (CCTE) Programme was then presented. It aims to improve school attendance from poor households. It was also extended to include foreign children resident in Turkey (Turkey hosts largest number of refugees in world with 1.7m Syrian refugee children alone). The programme also provided top-up payments to help families with challenges caused by the COVID-19 pandemic.

Child Labour Combating Units were established in all 81 provinces with a total number of 568 specialised staff under an inter-ministerial coordination mechanism (Ministries of labour and social security; family and social services; and national education; the Turkish Employment Agency; and the Social Security Institution). Key projects and activities implemented under the programmes include improving conditions of seasonal migrant workers; eliminating child labour in seasonal agriculture; tackling child labour in hazelnut harvesting; and projects for supporting children's rights. The importance of visibility and awareness-raising were highlighted using printed materials, public service announcements and celebrating the world day against Child labour.

Mr. Aybey also showed a SWOT analysis, with Informality & unregistered work and limited human resources capacity for inspection and guidance identified as weaknesses. The pandemic was seen as both an opportunity and a threat because travel restrictions required the formal registration of seasonal workers.

In addition to the agenda items highlighted, Turkey calls for translating words into actions; effective coordination at local, national and international level; better and effective inspection; peer learning and understanding the root causes of child labour.

Responding to a question about the slowing rate of decrease of child labour and how to address it, Mr. Aybey responded that Turkey needs to now focus in on sub-sectors where child labour persists and also that the statistics are skewed because the age-group was widened along the way and so the picture is probably better than it looks.

Ms. Rita Yip, International Lawyer (LL.M), Legal and Policy Adviser at International Organisation of Employers (IOE) presented next, focussing on a best practice from Guatemala. Ms. Yip started by introducing the IOE as a global voice for 50 million companies around the world. The IOE leaders' initiative was launched to empower the private sector to eliminate child labour in all its form by 2025. It focuses on three strategic commitments:

1. Engage and collaborate with members of alliance 8.7 pathfinder countries to exhilarate their efforts.
2. Showcase innovative, private sector approaches and good practices to eliminate child labour.
3. Strengthen peer learning and capacity amongst members and partner companies.

Throughout 2021, the IOE organised digital conferences, peer learning sessions and the international changemaker award for the elimination of child labour to acknowledge and recognise employers that are making an impact in the fight against child labour.

The good practice then shared was from Guatemala, where Cámara del Agro (Chamber of Agriculture) established a national coffee association which improves human development in rural areas by increasing the quality and coverage of social services, mainly in health, education and food and nutritional security. The association organises a range of different educational and child labour prevention programmes including a kindergarten programme, coffee camp centres for children and a baccalaureate in coffee growing for 16 to 21-year-olds.

The programme began in 1997 with the objective of introducing an active teaching methodology adapted to the agriculture season and the needs of the families in the rural context. In 2020 alone it managed to support 3000 girls and boys and achieved 95% school retention.

Cámara del Agro also created business Network for the prevention and eradication of child labour in agriculture, which brings together the actions and programmes of various private sector actors, with the aim of promoting compliance with law and zero tolerance to child labour in companies. Businesses have assumed commitments to eradicate child labour and to contribute to achieving SDG 8.7, as well as coordinating actions and monitoring commitments under the national road map to make Guatemala a country free of child labour.

The IOE is proud of the efforts of Cámara del Agro and the impact of members around the world on eradicating child labour. The IOE changemaker award is intended to showcase the important role that the private sector can play in the elimination of child labour. Private sector networks can share best practices, provide training on international labour standards and influence policy making. The success of the changemaker award has inspired a similar award for SMEs and the continuation of the award beyond the year for the elimination of child labour. What Cámara del Agro did in the Guatemalan agriculture sector was innovative, sustainable and impactful and the IOE hopes that it can inspire the private sector.

In response to a question about the role of Government in education, Ms. Yip clarified that Cámara del Agro works closely with Government and social partners and while some education initiatives were independent, the organization realises that it is the role of Government in the long term.

Ms. Yip at this point highlighted some important messages about child labour. Firstly, sustainable interventions need to tackle the root causes of Child Labour including poverty, formality, social protection and labour inspection. She also highlighted from the Alliance 8.7 report on global supply chains that the majority of child labour happens in the domestic economy. We therefore need to focus on the domestic economy and tackle the problem from the grassroots level. She also highlighted the role of the private sector in reaching broad networks and in capacity building and awareness-raising. She then recommendation strengthened engagement of employer organization throughout the UN system. She then emphasised the importance of collective action and supported Alliance 8.7 as an innovative platform to bring UN agencies, Governments, Businesses, workers and NGOs together and congratulated the members for their commitment.

Ms. Merita Yıldız, Coordinator of International Relations of HAK-IS Trade Union Confederation then introduced her organisation and its efforts to eradicated Child Labour. HAK-IS has been involved in the fight against Child Labour since 1996. Ms. Yıldız thanked the Government of Turkey for its efforts. HAK-IS' first activity in the sphere of child labour was field research in the automotive sector. In 1998 and again in 2000 HAK-IS held a global March with other trade union confederations of workers and civil servants within the scope of the ILO IPEC project to raise awareness of the topic. In 1999 regional action committees against child labour were established through affiliated trade union organizations, which were trained on combatting child labour.

With the support of the Labour and Social Security ministry HAK-IS conducted a child labour survey in Gaziantep city involving 251 child workers in the field of food service, weaving and industrial sectors, examining their working conditions; occupational safety; working hours and the housing; education and cultural rights they were granted; occupational accidents and occupational diseases. The study also involved employers and families of working children, regional labour inspectors and provincial social services. The report was published in 2001.

Collective action was taken under the ILO IPEC project together with the Ministry of Education and other workers unions to remove 1600 children under the age of 15 from the streets in specific cities and provinces and place them in regional boarding schools.

In 2008, HAK-IS and TÜRK-İŞ (a worker's federation) implemented a joint awareness-raising project using media channels to discuss the issues of children's rights and child labour. Ms. Yıldız emphasized the importance of continued awareness raising in the fight against child labour and HAK-IS is involved in awareness raising around the annual day of elimination of child labour.

2018 was declared the year of combating child labour in Turkey and HAK-IS also signed the declaration made by the country.

In this international year for the elimination of child labour, HAK-IS has communicated its commitment to action.

She acknowledged that the country's economic, social and cultural problems cannot be solved by public institutions alone and that cooperation and coordination with all social partners working against child labour is needed, including in education and awareness raising activities, starting with the awareness of families who send their children to work at a very early age. She called for cooperation between local media and public and civil authorities to promote school attendance over work for children and more effective action and deterrent penalties at the local level.

She proposed sub-committees within the provincial employment and vocational training boards in order to develop concrete policies on effectively combating multiple types of child labour; and for increased workplace unionization to combat informal economy and child labour and improve working conditions.

► **Figure 3: Overview of best practices shared (including inputs via JamBoard)**

Countries that offered best practices:	Best practice topics:
Turkey	• National stakeholder cooperation
Serbia	• Awareness-Raising
Finland	• Social protection
Guatemala	• Education tailored to agricultural season
Netherlands	• Private Sector action
France	• Data collection/ Child Labour Surveys
Germany	• Legislation on Due Diligence in Global Supply Chains
Slovenia	• National Actions Plans/ programmes against child labour and trafficking
Albania	• Labour inspection/ Enforcement
Uzbekistan	• Capacity Building

Key words and phrases from the session

Capacity Building, **Street Children**, Trafficking, **data** collection, **identification of victims**, policy, multi-stakeholder approach, public **awareness**, seasonal work, migrants, refugee children, informal economy, policy, hazardous work, **cooperation**, **peer learning**, inter-ministerial coordination, awareness-raising, **collective action**, innovation, impact, sustainable interventions, root causes, **education**, private sector influence, domestic economy, **local level interventions**, child labour survey, **sub-sectors**.

Agenda Items for the 5th Global Conference arising from the session

- Alignment of local actors for the elimination of child labour
- Agriculture
- Informal economy
- Disadvantaged groups (refugees)
- Humanitarian situations
- Collective Action
- Tackling root causes
- Focus on domestic economy
- Cooperation between national stakeholders

2.6 Session Five: Wrap-up and conclusions and inputs

Overview of the session

Mr. d'Ovidio expressed pleasure at the level of participation in the consultation. He then outlined some of the most common and recurrent points of the consultation, which echo other regional consultations:

- the need to strengthen and look at the education part including vocational training
- need to look at monitoring particularly labour inspection
- the need to focus on agriculture
- the need to focus on the root causes of child labour
- the need to focus on poverty and living wages
- Social protection

Particular to the ECA consultation is:

- the accent on legislation on global supply chain and due diligence.
- Emphasis on prevention

Key words and phrases from the session

Regional consultations, **partnership**, global conference, **education**, **monitoring**, **agriculture**, **root causes**, poverty, **social protection**, legislation, **due diligence**, **prevention**, COVID-19, migration, SDG 8.7, participation.

Agenda Items for the 5th Global Conference arising from the session

- the need to strengthen and look at the education part including vocational training
- need to look at monitoring particularly labour inspection
- the need to focus on agriculture
- the need to focus on the root causes of child labour
- the need to focus on poverty and living wages
- Social protection
- legislation on global supply chain and due diligence.
- Emphasis on prevention
- Increased partnership
- Multi-dimensional approaches
- Consideration of the COVID-19 pandemic
- Migrants and refugees in Child labour

► 3. Recommendations for and from regional consultation

3.1 Agenda items for the 5th Global Conference

Below is a summary of the main topics that were highlighted and discussed during the consultation. There is no particular order but those highlighted first were emphasised more during the discussions especially the need for quality education, the need to focus on actions over pledges, the need to focus in on pockets where child labour is prevalent and the need for collective action. Each topic is not discussed in detail again here as it is already included in the discussions above.

1. Quality **Education** including vocational training
2. **Speed up efforts** in the fight against Child Labour
 - a. Strengthen responses to victims of child labour in all its forms
 - b. Focus on actions over pledges
3. Focus on areas where Child Labour most prevalent
 - a. Focus on children in agriculture
 - b. Consider other sectors where children work- tourism, construction, fashion, family business, household.
 - c. Focus on street children
 - d. Child migrants and refugees- This is a growing issue to which children vulnerable to poverty and child labour including in developed countries. Topics include:
 - i. Migrants and refugees in Child labour
 - ii. Integration of refugees
 - iii. Approach to migrant/refugee children as vulnerable groups in all societies
 - a. Partnership & Stakeholder cooperation- **Collective Action**
 - b. Need for innovation, collaboration, joint focus and joint action
 - c. Need for Unions to work together for the Elimination of child labour
 - d. International cooperation on child labour
 - e. Domestic cooperation on child labour
 - i. Multi-stakeholder approaches to identify child labourers, include social partners, NGOs and even media.
 - ii. Cooperation between national stakeholders for the elimination of child labour
 - iii. Focus on child labour in the domestic economy
 - iv. National level coordination and cooperation with the ILO
4. **Social protection** and poverty eradication
 - a. Practical social intervention
 - b. the need to focus on poverty and living wages
 - c. Working conditions
 - i. Opportunities for decent work, especially for adults (parents of child labourers)
 - ii. Better Working conditions overall
5. Awareness Raising
6. Policy gaps
 - a. National legislation for protection of children and adoption of international conventions
 - b. Ratification of ILO conventions (and fulfilment)
7. Due Diligence in global supply chains – More countries and European Union need to act
 - a. Due Diligence and legislation combined with bottom-up area-based approaches and coverage of all value chains.

- b.** Multi value-chain approach
- 8.** Sharing success stories on eliminating child labour: Sharing of data, information and good practices
- 9.** Focus on root causes of child labour
- 10.** Focus on the prevention of child labour
- 11.** The impact of Covid19: An analysis of the current impact, likely future impact and discussion on measures to mitigate the impact.
- 12.** Norm changing to affect overall behaviour and attitude to child labour so that child labour is not seen as acceptable, and poverty not as an excuse.
- 13.** Monitoring and Evaluation
 - a.** Monitoring of progress/ Evaluation of pledges
 - b.** Evaluation of pledges from IV Global Conference
 - c.** Building impact assessment into child labour policies
 - d.** Monitoring of Child Labour
 - e.** Labour Inspection
 - f.** Inspection of informal economy
- 14.** Other topics
 - a.** More and better **data collection** to identify children in child labour
 - b.** Discussion on the role of the private sector
 - c.** Curbing Trafficking
 - d.** Forced Labour and Labour Migration
 - e.** Cooperation with **Alliance 8.7**- This is a cross-cutting topic
 - f.** Child Labour in Humanitarian situations
 - g.** Multi-dimensional approaches

3.2 Recommendations for the 5th Global Conference

Based on the discussions in the conference, some aspects were identified or highlighted that should be taken into consideration for planning the 5th Global Conference on the Elimination of Child Labour.

Participation

Participants comments on the need for the voices of children and CSOs to be included. The role of the private sector was also mentioned. Therefore, the active participation of the following groups should be considered:

- a.** Children in Child Labour
- b.** CSOs working with children in Child Labour
- c.** The private sector

Furthermore, it is important that all relevant groups, especially vulnerable groups, exercise their voices and are given the space to do so.

Alliance 8.7

Alliance 8.7 has a role to play in the elimination of child labour. As a vocal and active stakeholder, its relevance to each of the agenda items should be considered to ensure that the benefit of the Alliance can be maximized for the good of local stakeholders without overpowering the voices or needs of national level stakeholders.

► Annexes

Annex 1: Agenda

Day 1, 13 December 2021

10:00 – 12:00 (Geneva time)

Moderated by Mr Maurizio Bussi, Deputy Regional Director for Europe and Central Asia, ILO

Opening Session

10:00 – 10:50 (Geneva time)

- 10:00 – 10:50
- Welcoming remarks by **Mr Heinz Koller**, Assistant Director-General and Regional Director for Europe and Central Asia, ILO
- Opening statements**
- **Mr Siphon Ndebele**, Chief Director, International Relations, Ministry of Employment and Labour, South Africa
 - **Mr Wilm Geurts**, Director of International Affairs, Ministry of Social Affairs and Employment of the Kingdom of the Netherlands
 - **Ms Anousheh Karvar**, Government Representative of France to the ILO Governing Body and to G7-G20 Labour & Employment, Chair of the Global Partnership against Child Labour, Forced Labour, Human Trafficking and Modern Slavery (Alliance 8.7)
 - **Mr Erkin Mukhitdinov**, First Deputy Minister of Employment and Labour Relations of the Republic of Uzbekistan
 - **Mrs Silvana Cappuccio**, International Policy Officer, Department for Global Policy, Italian General Confederation of Labour (CGIL Italy)
 - **Ms Anne Vauchez**, Deputy Director of International and European Social Affairs, MEDEF (France)
 - **Mr Tuur Elzinga**, President of the Netherlands Trade Union Confederation (FNV)

Thematic Session

10:50 – 12:00 (Geneva time)

- 10:50 – 11:00
- Session on previous commitments**
- Introduction by **Mr Simon Hills**, Technical Specialist, ILO Fundamental Principles and Rights at Work Branch – Governance Department, ILO
 - Floor opens for interventions
- 11:00 – 11:20
- Issues to be discussed**
- IV Global Conference on the Elimination of Child Labour Pledges
 - Action Pledges
 - Pathfinder priorities

11:20 – 11:40	Session on Regional factsheets Moderated by Ms Michaelle De Cock, Head of Research and Evaluation Unit, Fundamental Principles and Rights at Work Branch – Governance Department, ILO <ul style="list-style-type: none"> • Presentation of the Regional factsheets by Ms Michaelle De Cock
11:40 – 12:00	<ul style="list-style-type: none"> • Floor opens for interventions

Day 2, 14 December 2021

10:00 – 12:00 (Geneva time)

Moderated by Mr Francesco d'Ovidio, Head of Solutions and Innovation Unit, Fundamental Principles and Rights at Work Branch – Governance Department, ILO

Opening Session 10:00 – 10:50 (Geneva time)	
10:00 – 10:20	Session on main priorities for the region and for the 5th Global Conference on Child Labour <ul style="list-style-type: none"> • Analysis of the questionnaire on priorities and key achievements since the last Global Conference on Child Labour, presented by Mr Simon Hills, Technical Specialist, Fundamental Principles and Rights at Work Branch – Governance Department, ILO
10:20 – 10:50	<ul style="list-style-type: none"> • Floor opens for interventions
Thematic Session 10:50 – 12:00 (Geneva time)	
10:50 – 11:20	Roundtable discussion on good practices and how to scale up <ul style="list-style-type: none"> • Ms Biljana Zekavica, Assistant Minister, Ministry of Labour, Employment, Veteran and Social Affairs of the Republic of Serbia • Mr. Ali Aybey, Deputy Director-General, DG for External Affairs, Ministry of Labour and Social Security of the Republic of Turkey • Mr Matthias Thorns, Deputy Secretary-General, International Organisation of Employers (IOE) • Ms. Merita Yildiz, Coordinator of International Relations of HAK-IS Trade Union Confederation
11:20 – 11:40	<ul style="list-style-type: none"> • Floor opens for questions and answers
Closing Session 11:40 – 12:00 (Geneva time)	
11:40 – 12:00	Conclusions and inputs for the agenda of the 5th Global Conference <ul style="list-style-type: none"> • Summing up the discussions by Mr Francesco d'Ovidio, Head of Solutions and Innovation Unit, Fundamental Principles and Rights at Work Branch – Governance Department, ILO

Annex 2: Presentation by Siphon Ndebele, Government of South Africa



employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



V GLOBAL CHILD LABOUR CONFERENCE

• **17-19 MAY 2022**

INTERNATIONAL CONVENTION CENTRE
DURBAN, SOUTH AFRICA

- HYBRID EVENT
- 2000 DELEGATES

V GLOBAL CHILD LABOUR CONFERENCE

- PLENARY FOR PRESENTATION OF GLOBAL REPORT
- THEMATIC SESSIONS FOR FOCUSSED ENGAGEMENT
- SIDE-EVENTS

V GLOBAL CHILD LABOUR CONFERENCE BACKGROUND

- 2020 UNIVERSAL RATIFICATION Co182
- STATISTICS SHOW GLOBAL STAGNATION IN REDUCTION OF CHILD LABOUR
- 8 MILLION MORE KIDS IN CHILD LABOUR
- **AFRICA WORSE THAN THE REST WORLD COMBINED**

V GLOBAL CHILD LABOUR CONFERENCE

- HOSTING CONFERENCE UNDER CHALLENGING CIRCUMSTANCES FOR AFRICA
- FAILURE NOT AN ALTERNATIVE
- **PUT CHILDREN FIRST**
- **LEARN FROM REGIONAL INITIATIVES**
- **RE-INFORCE MULTI-STAKEHOLDER SOLUTIONS AND GLOBAL PARTNERSHIPS**

V GLOBAL CHILD LABOUR CONFERENCE

OUR VISION:

- ✓ Clear visible change in mindset
- ✓ Learning from Centenary Declaration
- ✓ Socio-economic interventions
- ✓ Leverage on Instruments in the World of Work

V GLOBAL CHILD LABOUR CONFERENCE THE THEME

UPSCALE! UP-SKILL! INTEGRATE!

“Accelerate and build a resilient future labour market to eradicate child labour and forced labour through a human-centred-approach”

V GLOBAL CHILD LABOUR CONFERENCE

- 3 YEARS TOWARDS THE **2025 SDG GOAL**
 - **UPSCALE** EFFORTS TOWARDS 2025
 - **SKILLS** CRITICAL COMPONENT
 - **INTEGRATION** KEY TO TRANSITION FROM SCHOOL TO WORK

NEW OBLIGATIONS?

V GLOBAL CHILD LABOUR CONFERENCE OUTCOME

- **CALL TO ACTION : “SOCIAL CONTRACT”**
 - **IMBEDDED:**
 - AU 10 YEAR PLAN OF ACTION;
 - LATIN AMERICA AND CARRIBEAN FREE CHILD LABOUR REGIONAL INITIATIVE;
 - SOUTH ASIA INITIATIVE TO END VIOLENCE AGAINST CHILDREN
 - MULTI-STAKEHOLDER AND GLOBAL PARTNERSHIPS

V GLOBAL CHILD LABOUR CONFERENCE

- **SOCIAL CONTRACT 2025 & beyond**
 - DEVELOP TARGET FROM PRIORITIES THAT NEED ATTENTION;
 - ANNUAL OR MID-TERM EVALUATION REPORT
 - CONFIDENT ON COMMONALITIES AND LEARN FROM BEST PRACTICE
 - DEVELOPED COUNTRIES, TARGETTED ASSITANCE

11

Thank You...

12

Annex 3: Presentation on progress to date by Simon Hills



INTERNATIONAL YEAR
FOR THE ELIMINATION
OF CHILD LABOUR



ALLIANCE 8.7




International
Labour
Organization


Regional Consultation for Europe and Central Asia

In preparation of the Vth Global Conference on Child Labour


Thematic Session #1: Previous Commitments



INTERNATIONAL YEAR
FOR THE ELIMINATION
OF CHILD LABOUR



ALLIANCE 8.7



International
Labour
Organization

SDG Target 8.7:

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



Pledges from the IV Global Conference on Child Labour Buenos Aires, 2017

- 96 Pledges

SHARE BY GROUP

Governments and Regional Groups	56%
Workers' Organizations	13%
Employers' Organizations	1%
United Nations and International Organizations	11%
Civil Society Organizations	19%



Pledges from the IV Global Conference on Child Labour Buenos Aires, 2017

GEOGRAPHICAL DISTRIBUTION

Africa	18%
Americas	31%
Asia	14%
Europe	18%
Oceania	1%
Global	17%
Inter-regional	1%

PLEDGES BY CATEGORY*

**Pledges may be located in more than one category.*

Policies	27%
Research	12%
Financing	4%
Partnership	23%
Defense and promotion	22%
Legislation	1



Pledges from the IV Global Conference on Child Labour Buenos Aires, 2017

- Pledges from 19 ECA constituents and organizations. Some common themes:
 - Ratification of ILO Conventions
 - Access to education
 - Youth employment and vocational training
 - Regulating global supply chains

Have we delivered on these pledges? Examples?



International Year for the Elimination of Child Labour Action Pledges, 2021

- 12 action pledges from ECA constituents:
 - Governments: 7
 - Workers: 4
 - Employers: 1

Have we delivered on these pledges? Examples?



ALLIANCE



International
Labour
Organization

Additional questions for further discussion

- What is left to be done to achieve the goal of ending child labour in all forms in the region by 2025?
- Do these pledges go far enough?
- Are pledges effective? How can we improve the monitoring and completion of pledges?
- What is the desired outcome for the VGC? New pledges? Another form of commitment?



**INTERNATIONAL YEAR
FOR THE ELIMINATION
OF CHILD LABOUR**

Annex 4: Regional Factsheets by Michaelle de Cock



International
Labour
Organization



ILO-UNICEF 2020

Global estimates of child labour: results for
the Europe and Central Asia Region

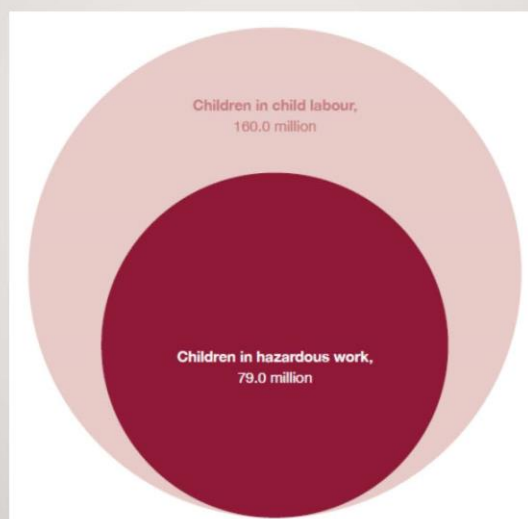
Regional Consultation, 13 December 2021

Background

- Global estimates of child labour produced in 2000, 2004, 2008, 2012, 2016 and 2020
- Sixth edition done for the first time in partnership with UNICEF
- 106 national data sets - covering 66 percent of the world population of children aged 5 to 17 years
- Pre-COVID estimates + modelling/simulation impact of COVID 19 on child labour

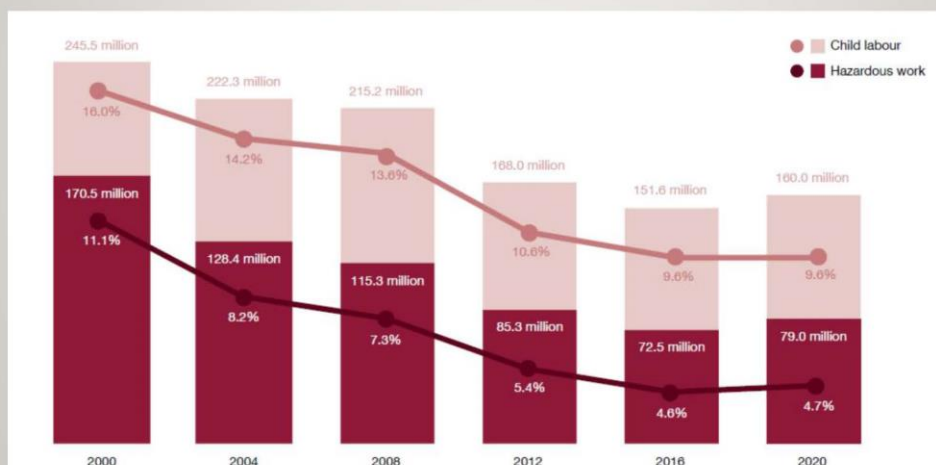
160 million children are in child labour in the world today of which 79 million are in hazardous work

Number of children aged 5 to 17 years in child labour and hazardous work



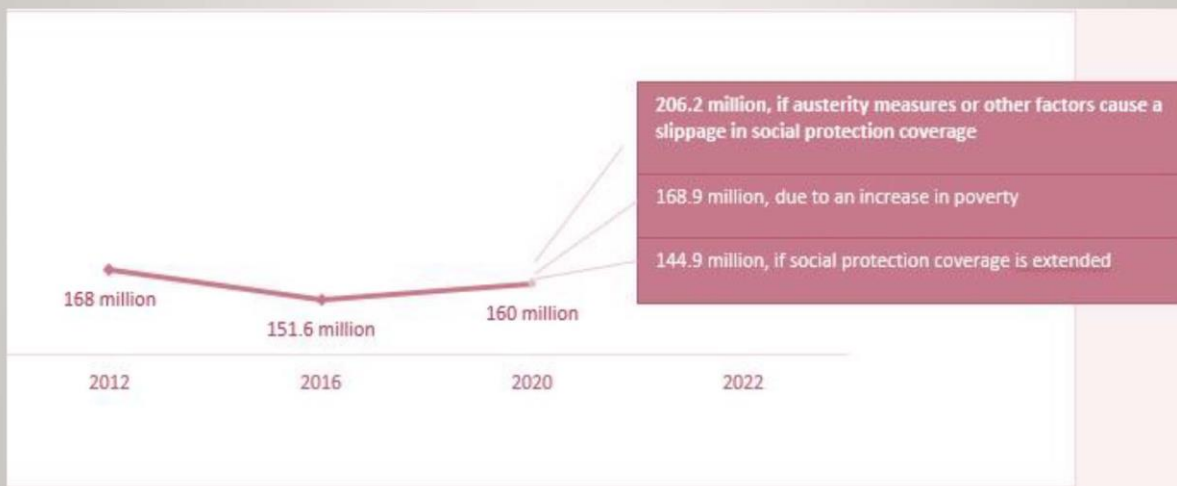
Global progress against child labour has stalled since 2016

- Percentage and number of children aged 5 to 17 years in child labour



Impact of COVID 19 on child labour: without mitigation measures, 8.9 million more children will likely be in child labour by the end of 2022

Number of children aged 5 to 17 years in child labour, observed and projected



Results for the Europe and Central Asia region



The region is comprised of 50 countries divided into 4 sub-regions (see map) – Central Asia, Eastern Europe, Northern, Southern and Western (NSW) Europe, and Western Asia – defined in accordance with the country groupings utilised by the ILO Department of Statistics.

^[1] The Central Asia sub-region is comprised of: Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan.

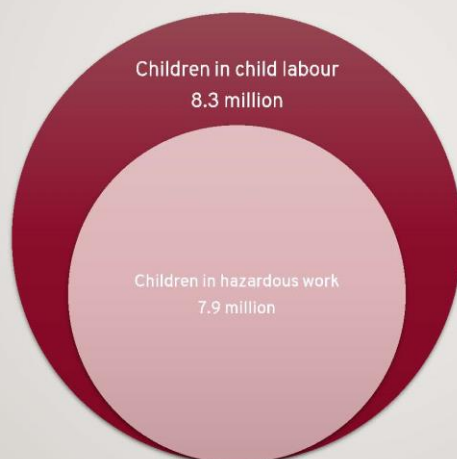
^[2] The Eastern Europe sub-region is comprised of: Belarus, Bulgaria, Czech Republic, Hungary, Moldova, Poland, Romania, Russia, Slovakia and Ukraine.

^[3] Northern, Southern and Western Europe is comprised of: Albania, Austria, Belgium, Bosnia and Herzegovina, Croatia, Denmark, Estonia, Finland, France, Germany, Greece, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Macedonia, Malta, Montenegro, Netherlands, Norway, Portugal, Serbia, Slovenia, Spain, Sweden, Switzerland and United Kingdom.

^[4] Western Asia is comprised of: Armenia, Azerbaijan, Cyprus, Georgia, Israel and Turkey.

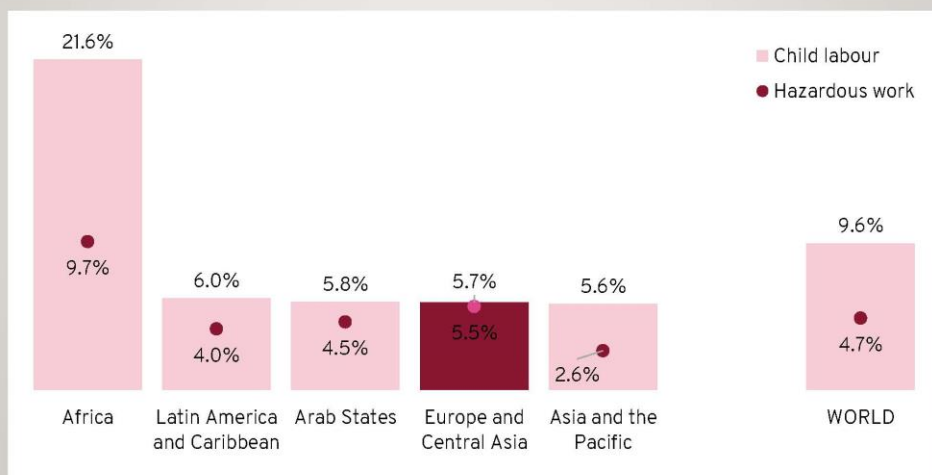
Involvement in child labour and hazardous work

Number of children in child labour and hazardous work, children aged 5-17 years



Child labour and hazardous work in world regions

Percentage of children in child labour and hazardous work, children aged 5-17 years, by world region



Age and gender profile of child labour

Child labour prevalence is higher for boys than for girls in the ECA region

Percentage of children in child labour by age group and sex



Child labour and household chores

Percentage of children in child labour (including and excluding household chores performed for 21 hours or more per week), by sex and age range



Child labour and residence

Child labour is much more common among children living in rural areas

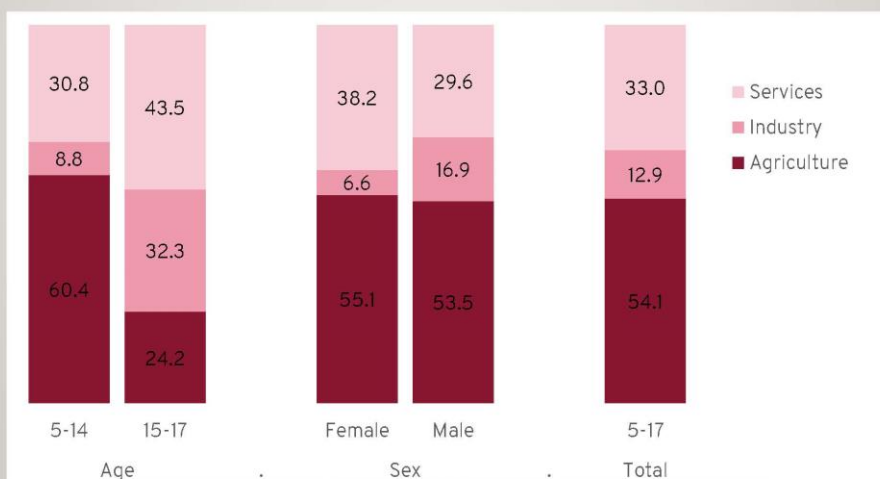
Percentage of children in child labour, by residence



Child labour and branch of economic activity

Agriculture accounts for the largest share of children in child labour

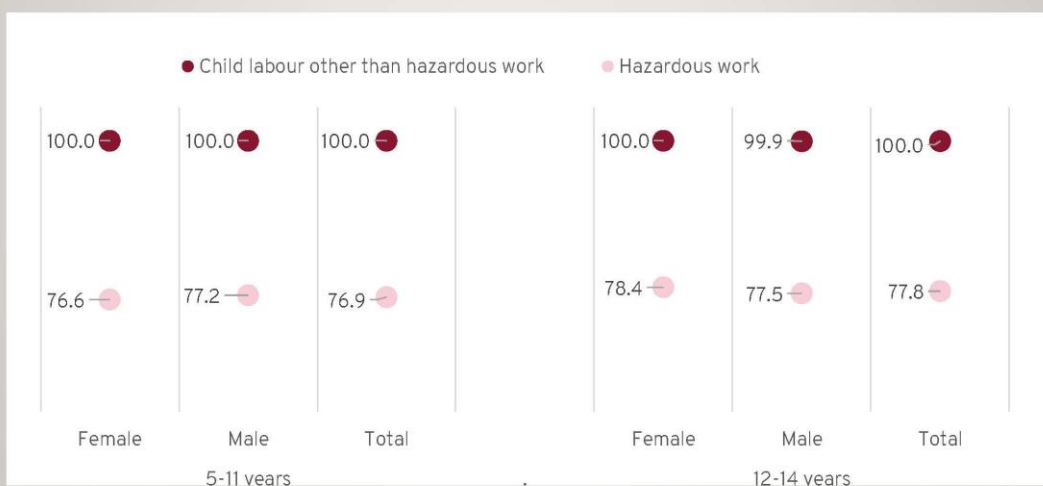
Percentage distribution of children in child labour, by branch of economic activity, age range and sex



Child labour and school attendance

Children in hazardous work are much less likely to attend school

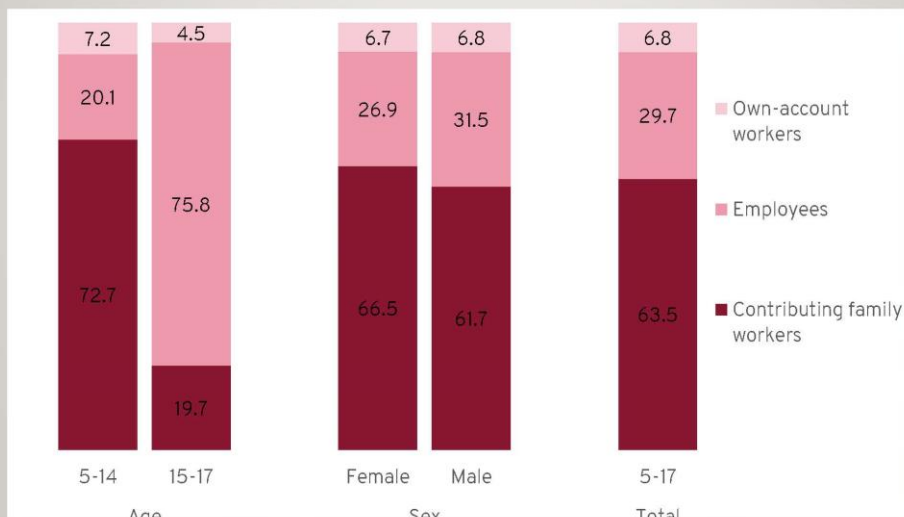
School attendance rates, by involvement in child labour and hazardous work, age range and sex



Child labour and status in employment

Child labour consists in large part in unpaid work within the family unit.

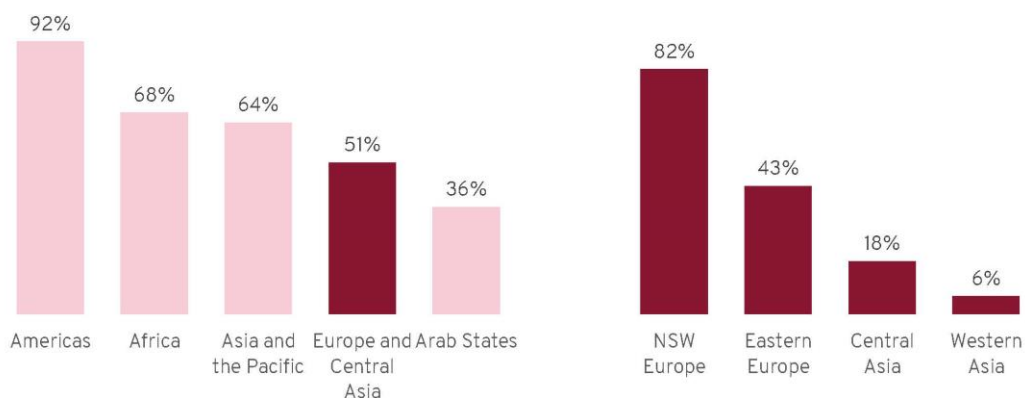
Percentage distribution of children in child labour, by status in employment, age range and sex



Coverage of child labour data

The timely collection of child labour data remains an important challenge in the region

Percentage of child population for which representative data are available for the 2016 to 2020 period, by sub-region



Annex 5: Regional Factsheet presentation by Peter Matz



Overview of child labour in ECA

- 8.3 million children (3.2 million girls and 5.1 million boys) in child labour in ECA (5.7% of all children in the region)
- Child labour is more common in rural than in urban areas
- Agriculture accounts for the largest share of children in child labour
- High percentage of child labour is hazardous
- Other worst forms of child labour also exist in the region:
 - Trafficking
 - Commercial sexual exploitation
 - Forced begging



Key Challenges to progress against child labour



- Poverty
- Social protection deficits
- Education:
- Equity challenges
- Quality challenges
- Decent work deficits and informality
- Gender issues
- Humanitarian situations

Key challenges to progress against child labour (cont.)



- Data collection and statistics
- Child labour and enforcement mechanisms
- COVID-19 pandemic:
 - Risk of abuse, neglect and violence, including GBV
 - Rise in poverty levels
 - School closures
 - Stretching social protection systems
 - Eroding decent work gains and fostering informality
 - Exacerbating humanitarian situations

Progress against child labour in ECA

- Safeguarding children's rights
- Strengthening child labour protections through laws and policies
- Enhancing the capacity for law enforcement and child labour monitoring
- Improving data collection
- Expanding education and social programmes
- Improving coordination mechanisms
- Tackling child labour in global supply chains



Collective policy gaps



- Limited availability of data on child labour
- Inadequate social protection
- Inequity in education
- Inadequate supply chain legislation

Policy gaps in some countries

- Limited protections for children working in the informal sector
- Restrictions on labour inspection
- Incomplete legal frameworks against the worst forms of child labour
- Limited social services for children involved in or at risk of child labour



Annex 6: Presentation on Questionnaire results by Simon Hills



Survey Results for Europe and Central Asia

Preliminary results

December 13th, 2021



Six Open Ended Questions

► **Sixty-two Responses**

As of 10.12.2021





List of questions

-
- Q 1. Background information on your country/organization
 - Q 2. What are the 3 most important items to be included in the agenda for the Fifth Global Conference on Child Labour in South Africa?
 - Q 3. What are your country/organisation's main achievements in eliminating child labour since the IVGC
 - Q 4. What are your country/organisation's major challenges faced in eliminating child labour since the last Global Conference on Child Labour in 2017?
 - Q 5. What approaches or practices have proven to be most successful in eliminating Child Labour for your country/organisation?
 - Q 6. What are your organisation's key priorities for the elimination of child labour between now and 2025?
 - Q 7. Do you have a good practice that you would like to share at the VGC in South Africa?
 - Q 8. Comments or issues to share

► ilo.org



q.2 The Three Most Important Items

to be included in the agenda for the Fifth Global Conference on Child Labour in South Africa

Survey Results for Europe and Central Asia

December 14th, 2021



ILO c



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AGENDA ITEMS TO BE INCLUDED IN THE 5TH GLOBAL CONFERENCE

A Quick Breakdown



► ilo.org



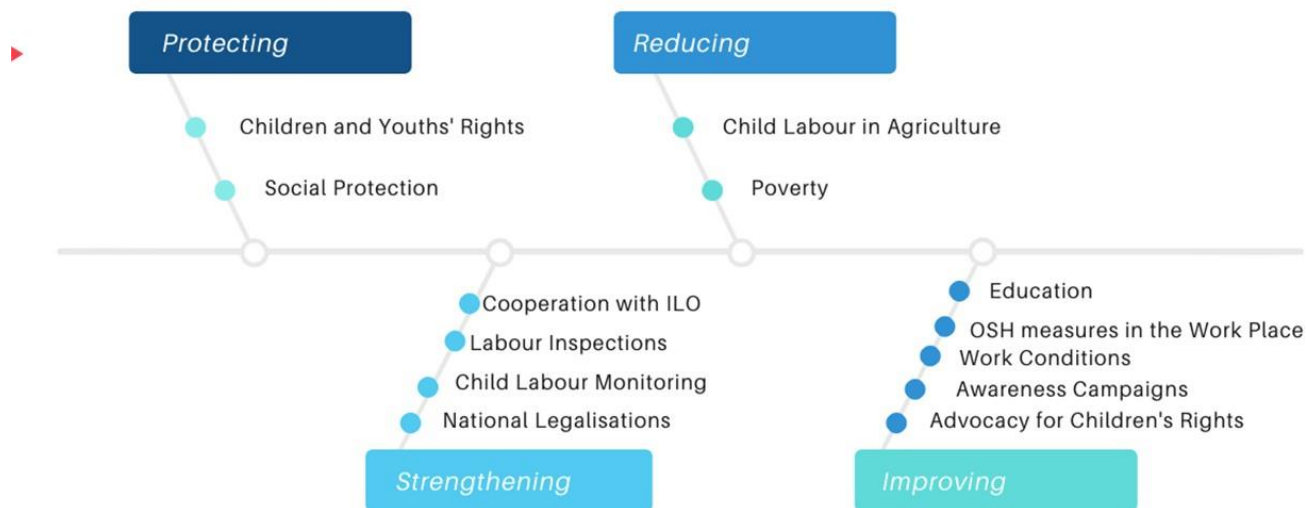
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Q.6 Key Priorities to Eliminate Child Labor

Between Now and 2025

Survey Results for Europe and Central Asia

December 14th, 2021





9

Q.5 Successful Approaches and Practices

In Eliminating Child Labour

Survey Results **for Europe and Central Asia**

December 14th, 2021





Successful Approaches and Practices

- Webinars to support Businesses against Child Labour.
- Awareness Campaigns related to Child Labor especially in the Agriculture Sector
- Training and Conferences for Association of Employers, Labor Inspectors and Social Workers
- Adopting the EU Strategy on the Rights of the Child
- Adopting the European Child Guarantee
- Adopting the Child Labor Action Plan
- Ratifying and Implementing the ILO Protocol on Forced Labour
- Joining the Alliance 8.7 as a Pathfinder Country



International
Labour
Organization

12

Q.7 A Good Practice to Share

at the VGC in South Africa

Survey Results **for Europe and Central Asia**

December 14th, 2021





- A youth advisory council to strengthen youth participation in development cooperation
- Translating the International Legalizations to the national languages and organize brief and educational sessions for business community
- • Eliminating Child Labour through a comprehensive approach: development cooperation, political dialogues, human rights, social and trade policies, providing support to partners to deliver on social protection and quality education
- National guidelines on the identification, protection and assistance of victims of exploitation in agriculture
- Providing Assistance to vulnerable families
- Promoting positive parenting styles
- Establishing a special Coordination mechanism for the prevention of trafficking



- Helping and Assisting Trafficking Victims
- Monitoring Schools Drop Outs and CL
- • Training Teachers
- Compulsory Education
- Technology literacy" trainings to underprivileged children
- Providing computer and internet access support to underprivileged children in the countryside
- Engagement and Cooperation of the Private Sector
- Counseling and Rehabilitation Sessions for the victims

Annex 7: Synthesis of results of Questionnaire

SYNTHESIS OF THE RESPONSES TO THE QUESTIONS SHARED VIA SURVEY MONKEY AS PART OF THE ECA CONSULTATIONS (DRAFT VERSION)

The three most important items that should be included in the agenda of the Fifth Global Conference on child labour (Q 2)

A total of 55 responses were received from English, French, Russian and Spanish language groups. The importance of quality education as an effective strategy to prevent child labour was highlighted a number of times. Addressing poverty, ensuring social protection and improving economic condition for vulnerable families are regarded as other strategies against CL. In this context, the negative impact of COVID-19 pandemic is also considered a potential risk for children. Human and child trafficking forced labour and labour migration are issues that call for more attention. The role of the private sector, the business community, supply chains as well as opportunities for decent work, better wages and working conditions for adults are areas that need to be under focus. Regulating and inspecting informal economies National laws/legislation related to the well-being and protection of children and application of international conventions on children must be kept on the agenda. Awareness raising, data gathering and analysis and international cooperation on child labour.

Major achievements in eliminating child labour since the last Global Conference on Child Labour (Q 3)

Germany adopted the "Act on Corporate Due Diligence in Supply Chains that obliges companies to establish a risk management system to identify, prevent or minimise the risks of human rights violations. The act also requires the entire supply chain to prohibit child labour. The German GEW Fair Childhood Foundation is supporting the development of child labour free zones by education unions, in cooperation with Education International. In **Netherlands**, the Due diligence law on elimination of child labour, the role of Social Dialogue concerning reducing school dropout and child labour was enhanced. It joined the Alliance 8.7 as a Pathfinder Country and organised an international conference on child labour. Through the Fund against child Labour it also supported 50 individual companies since 2018 and conducted social dialogue Project in six countries in Africa. **France** is an active participating member of the Alliance 8.7 and regularly organizes awareness campaigns on child labour.

UN FAO addressed CL in agriculture by raising awareness, integrating harmful practices in agriculture to the list of national hazardous work list, by promoting OHS in agriculture, supported women to reduce burden in agriculture by supporting them with good practices and labour-saving equipment, promoted safe farming practices, and social protection for young children.

Austria ratified (and implemented) the ILO Protocol on Forced Labour in 2019. In **North Macedonia**, a national working group was established and public awareness on worst forms of child labour were carried out. In **Serbia**, the Serbian Association of Employers, labour inspectors, police and social workers were trained on child labour while in **Albania** the penal code was modified to increase penalties for crimes against children. Also in Albania, standard operating procedures on the identification and referral of victims and potential victims of trafficking were established within the framework of the National Anti-Trafficking Strategy. **Slovenia** issued a Manual on Preventing Forced Labour, aimed at employers, those employing many unskilled workers, subcontracting or operating in industries and trained social workers on CL. In **Croatia** The National Plan for Combating Trafficking in Human Beings 2018-2021 includes preventive actions and raising of public awareness of the risks of child trafficking, including a campaign to raise public awareness of the recruitment of victims of trafficking through the Internet, with specific focus on women and children. The national plan also includes measures to strengthen the identification of, and assistance to, child victims and training for the staff of welfare institutions.

Since 2017, Turkey has a National Plan to combat Child Labour to maintain compliance with international child labor laws. This program focuses on maintaining surveillance of the labour sectors of migratory agriculture, street work and work performed in small to medium industries. In addition, studies on CL conducted, labour inspectors trained on CL monitoring, a government circular on seasonal work was published, a CL in agriculture monitoring system developed, as well as a CL unit established in 81 provinces.

The Council of Ministers of Bosnia and Herzegovina has adopted the Action Plan for Children. In the Republic of Moldova, child labour is regulated by the Labour Code.

"The Employment Strategy of the **Republic of Azerbaijan** for 2019-2030" and the Action Plan for the implementation of the Employment Strategy for 2020-2025 were adopted to provide legal assistance to victims of human trafficking. In addition to planning and conducting a child labour survey, **Armenia** amended its Labour Code envisages reducing the daily and weekly working hours of employees under 18 years of age. The government also introduced a 5-month training program for Armenia's police force on combating trafficking in persons and identifying minor victims. **Tajikistan** developed a list of jobs prohibited for minors, conducted training on CL for 185 trade unions and developed a Program for Elimination of Child Labour for years 2019-2021. In **Uzbekistan**, systematic child labour has been eliminated and all forms of forced labour have decreased drastically, especially in cotton production, thanks to the ILO Third Party Monitoring Project. Also, the normative legal acts of the national legislation were revised to include tougher measures against individuals using forced labour.

In **Kazakhstan**, a National Coordinating Council is in place to combat the worst forms of child labour; the level of public awareness of the problem of child labour has been raised, and the capacity of stakeholders in addressing this problem has been strengthened. In **Russia**, the norms of national legislation prohibiting child labour continues to apply, except for work in theatres, cinematography, etc.

Major challenges faced in the elimination of child labour (Q 4)

Most frequently reported challenge faced by respondents/agencies is the difficulty caused by the COVID-19 pandemic related restrictions imposed in countries. The pandemic caused widespread unemployment, retrenchments, and lack of employment opportunities and economic slowdown due to lockdown. These in turn resulted in poverty and forced many families to rely on their children for support. Many children especially refugee children ended up in informal sectors. Schools were also closed for extended periods due to the pandemic- another reason that caused higher number of children to end up in CL.

The other challenges reported consist of weak or lack of social protection for families, limited role (and reluctance) of companies to address CL, lack of enforcement and compliance with national legislation governing child labour, lack of commitment by policy makers, high demand for cheap labour, no inspection of informal sectors by labour inspectors, the wars, cultural practices condoning child labour and exploitation of children by their parents or family members (begging).

Aside from country specific situations, COVID-19 seems to have created a real and sustained challenge for the countries which responded to the question.

Approaches/practices have proven to be most successful in eliminating Child Labour (Q 5)

Despite the challenges listed above, many respondents listed approaches they consider successful. These are summarized as follows (grouped together based on the similarities in approach/activity:

- Multi-actor partnership and effective coordination, working with businesses, involvement of civil society, Schemes for improving employability for youth through skills development in cooperation with the private sector and potential investors
- Social protection for families- regularly updating of the national minimum wage; financial support to companies during COVID 19; protection for unemployed; - social protection for families in poverty.
- Training of labour inspectors, employers, unions, police, social workers on CL and awareness raising on CL
- Enrolling children in schools, including in summer schools, monitoring of children by schools, social security institutions,
- Policy dialogue, development of national action plans and modification of labour legislation
- Identifying, documenting and sharing of good practices and lessons learned.

Key priorities (Q 6)

Key priorities on child labour are based on the prevailing conditions and trends in each country but the following is a summary of the common or related priorities that have not been reported as challenges above:

- improving data collection, studies and research on child labour related issues
- reducing child labour in agriculture
- promoting decent work

- supporting SDGs, especially Alliance 8.7
- supporting/protecting seasonal, migrant workers, forced labour,
- improving OSH measures in the workplace
- Provide third countries help and **cooperation**

Good practices (Q 7)

- Encouraging youth participation in development cooperation
- Comprehensive approach to addressing child labour- through development cooperation, political dialogue, due regard to human rights, development of social and trade policies, providing support to partners to deliver on social protection and quality education
- Enhanced public- private partnership on CL
- Develop National guidelines for intervention with children and families in situations of vulnerability
- Enrol disadvantaged children in schools and support parents
- Training of teachers on national laws covering children's safety and development
- Development of an electronic CL monitoring system
- Strengthening the method of identifying the victims of human trafficking and ensuring the protection of human trafficking victims
- Carrying out regular CL surveys

Other comments (Q 8)

The responses to this question are similar to the responses to the question on achievements and effective approaches. They are inserted here as they were received with minor editing.

- strengthen enactment/ implementation of available legislation targeting child labour in all its forms
- Strengthen international collaboration to fight trafficking of children and to improve the situation of migrant and refugee children necessary to have innovative PR approach
- listen to children's voices and involve them in decision making.
- The EU Sustainable Cocoa Initiative aims to remove child labour through fair living income for producers. The EU's €25 million contribution supports better smallholder's livelihoods, zero deforestation and zero child labour in the cocoa value chain, all at the same time, in Côte d'Ivoire, Ghana and Cameroon.
- The project 'Elimination of Child Labour in Seasonal Agriculture' in Turkey provided on-site education, counselling and rehabilitation to 12,000 children, and trained 200 agriculture intermediaries, 500 employers and 200 village heads on negative aspects of child labour in seasonal agriculture and related legislation.
- Adopted EU Strategy on the Rights of the Child with a solid action plan to eliminate child labour including children and youth participation, social protection, supporting partner countries to reinforce labour inspections and to establish hazardous work lists.
- Adopted European Child Guarantee to protect children from poverty and enhance their equal opportunities.
- Montenegro has ratified all eight fundamental ILO conventions, as well as the Worst Forms of Child Labor Convention no. 182. As part of the implementation of the Decent Work Program for the programming period 2019-2021.
- Follow up to the Buenos Aires Declaration 2017 should be continued
- The EU is elaborating strong and binding rules on due diligence. Governments must respond to the setback due to the Covid-19 pandemic. IMF/WB must create/take special measures to alleviate the debts of the poorest countries, and not ask them to cut public budgets in order to receive loans for other sectors (The Netherlands)
- Children must be provided with education services, better living conditions and access to technology, particular attention should be paid to the problems of seasonal migrant agricultural workers, social protection principles should be applied without compromise in every country, awareness and sensitivity of decision makers should be increased (Turkey)

- The Ministry of Labour and Social Security in Turkey with its' commitment and extensive experience in combating child labour since 1992 and successfully reducing the incidences would be considered a showcase in 5th Global Conference. We would be pleased to be represented at the highest level in the Conference and we would be pleased to share in detail, our experience with the participants.
- The elimination of endemic poverty and the compulsory schooling of minors are the most effective instruments in the fight against child labour

Annex 8: Presentation by Ali Aybey, Government of Turkey



**REPUBLIC OF TURKEY
THE MINISTRY OF LABOUR AND
SOCIAL SECURITY**

GOOD PRACTICES ON THE ELIMINATION OF CHILD LABOUR IN TURKEY

Ali AYBEY
Deputy Director General for Foreign Relations



Presentation Outline

- I. Legislation & Main Policy Documents
- II. Timeline
- III. Good Practices
- IV. Statistics
- V. SWOT Analysis
- VI. The Way Forward



I. Legislation and Main Policy Documents



Legislation & Main Policy Documents



Constitution, Article 50

“Minors, women, and physically and mentally disabled persons, shall enjoy special protection with regard to working conditions.”



Labour Law, Article 71

“Employment of children under the age of 15 is prohibited.”



Legislation & Main Policy Documents



11th Development Plan (2019-2023)

“609. Fight against child labour, especially in the streets, in heavy and dangerous industry, seasonal migrant and temporary agriculture will be carried out.”



National Employment Strategy (2014-2023)

“By 2023, to eliminate in particular worst forms of child labour in heavy and dangerous industry, streets and seasonal migrant and temporary agriculture; to reduce child labour in other fields under 2%.”



II. Timeline





Timeline

1990 Turkey ratified the “UN Convention on the Rights of the Child”



1992 Turkey joined ILO’s Int. Prog. on the Elimination of Child Labour (IPEC)



1992 “Unit of Working Children” established under MoLSS



1994 Child Labour Force Survey-I carried out by TURKSTAT.
(Child labour rate: 15,2% for the age group 6-17)



Timeline

1998 Turkey ratified ILO Convention No. 138 (Minimum Age Convention)



1999 Child Labour Force Survey-II carried out by TURKSTAT.
(Child labour rate: 10,3 % for age of 6-17)



2001 Turkey ratified ILO Convention No. 182 (Worst Forms of Child Labour)

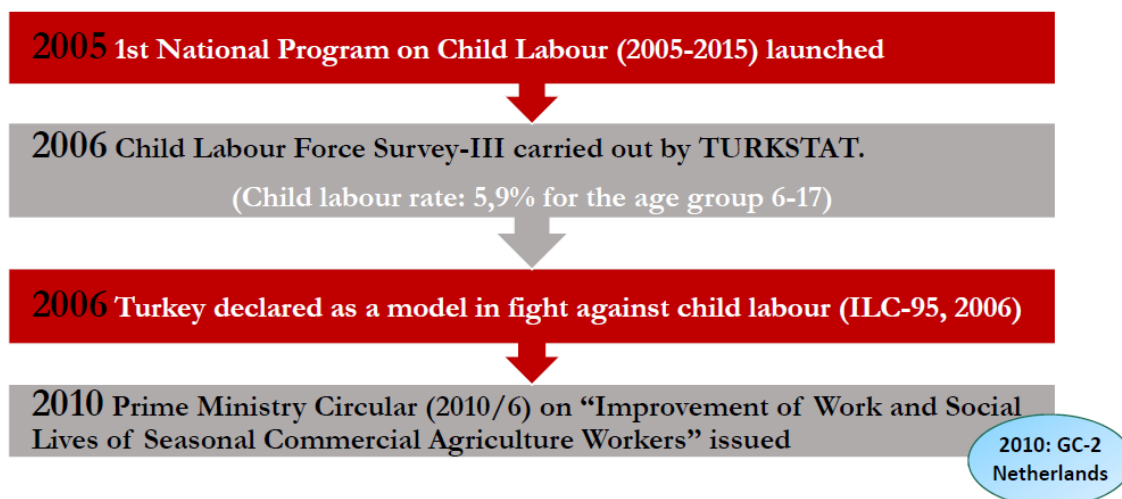


2003 Conditional Cash Transfer for Education (CCTE) Program launched

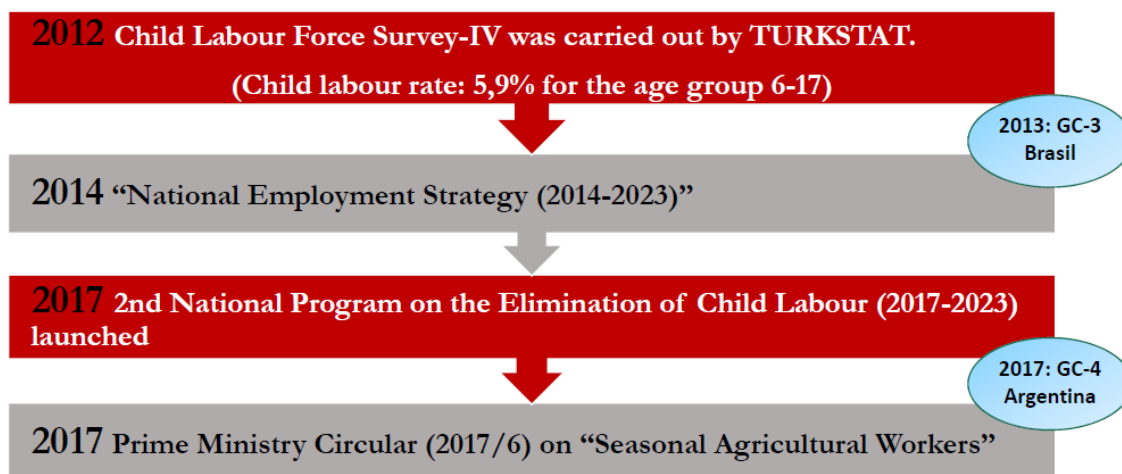
1997: GC-1
Norway



Timeline



Timeline





Timeline

2017 Conditional Cash Transfer for Education (CCTE) Program extended to cover Foreigners under Temporary/International Protection



2018 declared as the “Year of Elimination of Child Labour” in Turkey



2018 “Joint Declaration on the Elimination of Child Labour” signed by MoLSS, relevant Ministries and social partners



2019 Inter-Ministerial “Child Labour Combating Units” in all 81 provinces established



Timeline

2019 Child Labour Force Survey-V carried out by TURKSTAT.
(Child labour rate: 4,4 % for the age group 5-17)



2020 Covid-19 pandemic outbreak

2020 Universal ratification of C182



2021 declared as the “International Year for the Elimination of Child Labour”



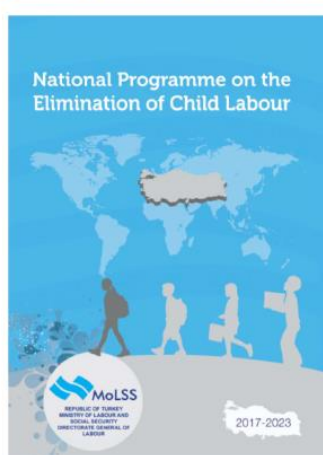
2022 5th Global Conference on the Elimination of Child Labour (S. Africa)



III. Good Practices



National Program on the Elimination of Child Labour (2017-2023)



Priority Target Groups:

- Seasonal agriculture
- Streets
- Industry



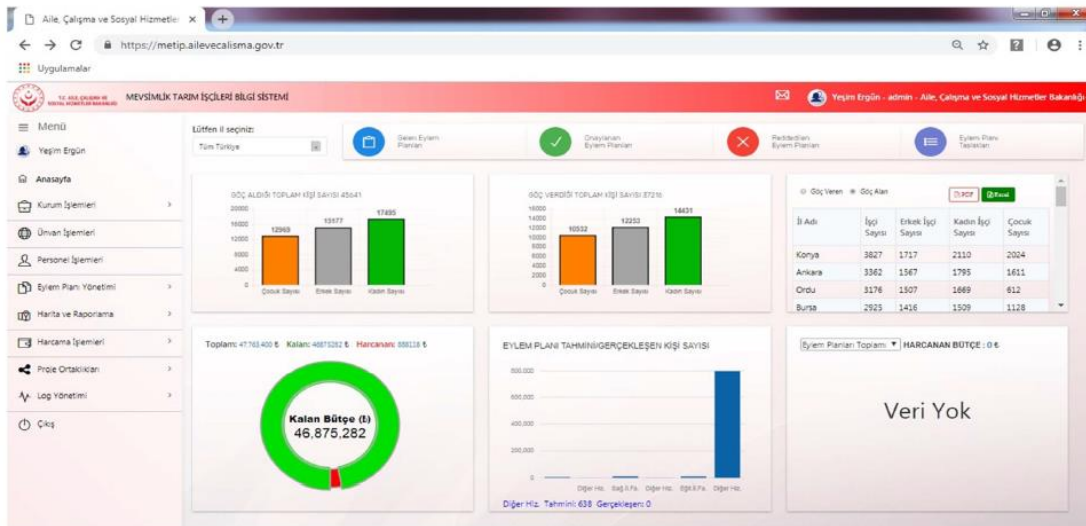


Seasonal Agricultural Workers Project (METIP)

- First phase implemented from 2010 to 2013
- Prime Ministry Circular (2017/6) on Seasonal Agricultural Workers
 - Sets out clear duties to relevant public units to address the problems encountered by seasonal migratory agricultural workers
- Second phase started in 2017
- “Improving Labour and Social Life of Seasonal and Migrant Agricultural Workers Project” (METIP-2)
 - Each governorship prepares an annual action plan
 - MoLSS allocate and distribute funds accordingly
 - E-METIP System established as a monitoring mechanism

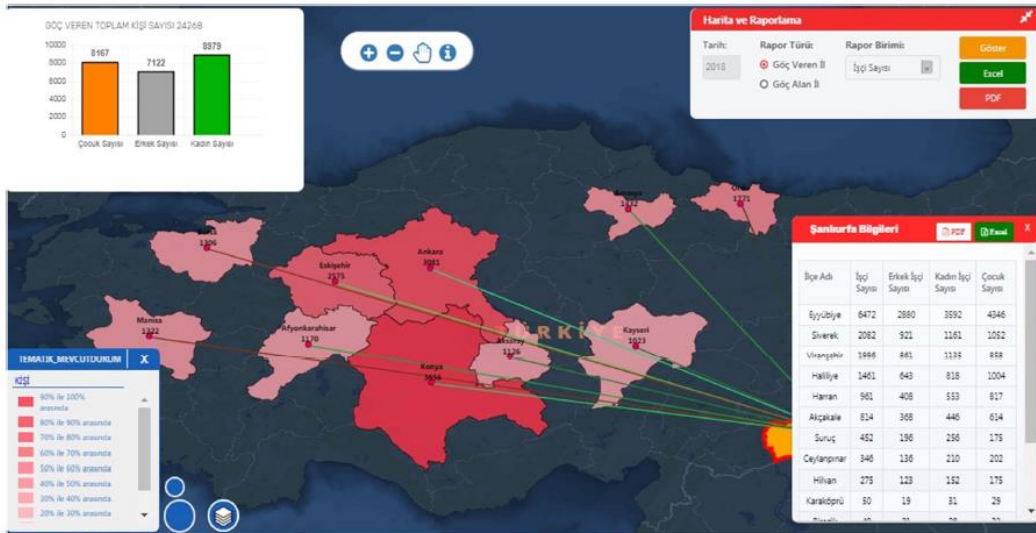


E-METIP System





E-METİP System



Conditional Cash Transfer for Education (CCTE) Program

- National social assistance program since 2003
- Applications received through Social Assistance Solidarity Foundations (a total number of 1.003 nationwide)
- Objective is to improve school attendance of children from poor households
- Monthly school attendance of 80% or more is required for eligibility
- In 2017, CCTE Program extended to cover school-age foreign children residing in Turkey under temporary/international protection
- In November 2020, an additional one-time top-up payment provided to support families facing increased challenges due to Covid-19 pandemic





Child Labour Combating Units

- Established in all 81 provinces
- A total number of 568 specialized staff
- Physically based at provincial directorates of İŞKUR
- Inter-ministerial coordination mechanism
 - Ministry of Labour and Social Security
 - Ministry of Family and Social Services
 - Ministry of National Education
 - Turkish Employment Agency (İŞKUR)
 - Social Security Institution (SGK)
- Objective is to implement, coordinate and monitor the policies at the local level effectively



Projects and Activities

- Improvement of Work and Social Lives of Seasonal Migrant Agricultural Workers Project (METIP)
- Elimination of Child Labour in Seasonal Agriculture (EU/ILO) (2020-2023)
- Project on Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey (ILO / 2017-2023)
- Project to Eliminate Worst Forms of Child Labour in the Hazelnut Harvest in Seasonal Agriculture (ILO/Ferrero) (2020/2024)
- Harvesting the Future Project (FLA / 2019-2021)
- MoLSS & UNICEF Turkey “Multi-Year Work Program”
- Project on Support for Children's Rights in Turkey (EU)
- Project on Combating Child Labour in Hazelnut Agriculture and Improving Working Conditions of Seasonal Agricultural Workers (YAVUZ GIDA) (2019-2023)



Visibility and Awareness-Raising

Informative
Handbooks,
Booklets, Brochures
and Posters



Public Service
Announcements



Celebration of the
World Day Against
Child Labour
(June 12th)

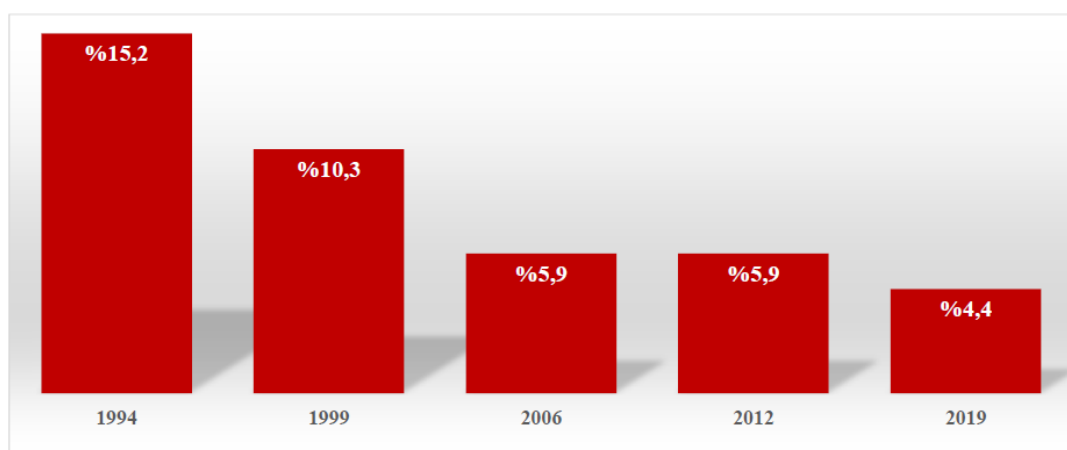


IV. Statistics





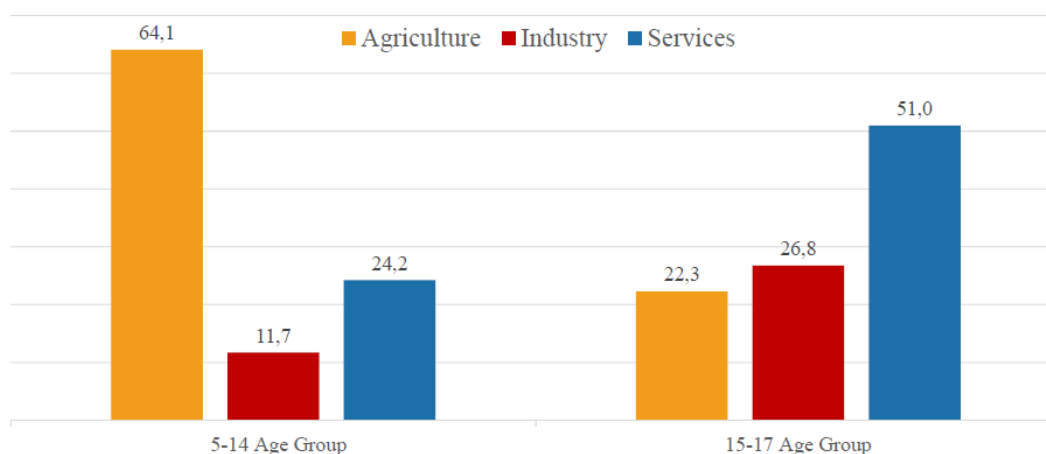
Proportion of Children Working in Economic Affairs



Source: TURKSTAT, 2019 (Age Group 5-17)



Sectoral Distribution of Working Children



Source: TURKSTAT, 2019



V. SWOT Analysis



SWOT Analysis

- Comprehensive legislation & national strategy
- Institutional capacity to enforce laws
- Effective national coordination mechanism
- High level of ownership at national & local level
- Covid-19 pandemic
- New forms of work
- Accelerated digital revolution
- Human-centred post-pandemic recovery



- Informality & unregistered work
- Limited human resources capacity for inspection and guidance
- Covid-19 pandemic
- Possible new influx of refugees



VI. The Way Forward



The Way Forward

- Focus on:
 - Agriculture
 - Informal economy (unregistered work)
 - Disadvantaged groups (refugees)
 - Humanitarian situations
- Translate words into actions (VGC and Alliance 8.7)
- Effective coordination at local, national and international level
- Better and effective inspection
- Encourage, not criticize
- Understand the root causes
- South-South or triangular cooperation

Annex 9: List of participants

Note that Participant names are not included for Data Protection Purposes

Organization	Country/Region	Job Title
Pikolo Derneği	Turkey	Operations Project Coordinator
Association of Employers of the Federation of Bosnia and Herzegovina	Bosnia and Herzegovina	Lawyer
Austrian Trade Union Federation (ÖGB)	Austria	Project manager
Autoridade para as Condições de Trabalho (Authority for Working Conditions)	Portugal	Labour Inspector
BSPSH	Albania	President BSPSH
Federal Ministry of Labour and Social Affairs	Germany	Officer
Bureau OIT France	France	Chargée de mission
Business Albania	Albania	Specialist
CCOO	Spain	Responsible Arab Countries, Africa and Asia & ILO
CFDT	France	Confederal Secretary - Lawyer
CGIL	Italy	International Department Officer
National Confederation of Trade Unions of Moldova	Moldova	Chief, Labor Inspectorate of Trade Unions
Confederation of the Trade Unions of Albania (KSSH)	Albania	President
CRRC-Armenia	Armenia	Director Emerita
Department of Employment and Labour	South Africa	Chief Director: International Relations
Department of Enterprise, Trade and Employment	Ireland	Higher Executive Officer
Department of Labour- Ministry of Labour, Welfare and Social Insurance	Cyprus	Labour Officer
Dept of Labour	South Africa	Deputy Director
Development Workshop Cooperative	Turkey	Executive Manager
Dutch Ministry of Social Affairs	Netherlands	Policy advisor
EU Commission	Belgium	Policy officer
EUCommission DG Employment	Belgium	Policy Officer
EU Delegation	Kosovo	Human Rights
EU Commission	Belgium	policy officer
EU Commission	Belgium	SNE
EU Delegation	Kazakhstan	Charge d'affaires
EU Delegation	Uzbekistan	Political officer

Organization	Country/Region	Job Title
EU Delegation Kazakhstan	Kazakhstan	Political Officer
EU Delegation to Israel	Israel	Head of Trade and Economic Section
EU Delegation to Russia	Russia	Trainee
EU Delegation to The Kyrgyz Republic	Kyrgyzstan	Political Officer
EU Delegation to Turkey	Turkey	Programme manager
EU Delegation to Turkmenistan	United Kingdom	political officer
EU Commission	Belgium	Team Leader
EU Commission, DG INTPA	Belgium	Policy Officer
EU Delegation	Turkmenistan	Junior Professional in Delegation
Ex ILO	United Kingdom	Former ILO senior advisor on fundamental rights at work
FCDO	United Kingdom	Child Rights Policy Adviser
FCDO	United Kingdom	Team Leader
Federal Ministry for Labour	Austria	Lawyer
Federal Ministry of Labour and Social Affairs	Germany	adviser
FNPR	Russia	Department of International Cooperation, Deputy Head
FNV	Netherlands	Policy advisor
FNV	Netherlands	Union representative
FNV	Netherlands	Chairperson
Genc Hayat Foundation	Turkey	Project assistant
Genc Hayat Foundation	Turkey	Project Design and International Relations Officer
Genç Hayat Foundation	Turkey	Project Development and International Relations Coordinator
Genç Hayat Foundation	Turkey	MEAL Coordinator
Genç Hayat Vakfı	Turkey	Administrative assistant
German Federal Ministry of Labour and Social Affairs	Germany	Head of Unit
GEW Fair childhood	Germany	Board Member
Global March Against Child Labour	Netherlands	Senior Programme manager
Global March Against Child Labour	Netherlands	Project coordinator
Government of France	France	Government Deputy-Representative of France
Government of France	France	Déléguée du Gouvernement français auprès de l'OIT, G7-G20
Government of Sweden	Sweden	Labour Counsellor
HAK-IS	Turkey	Coordinator of International Relations
HAK-İŞ Confederation	Turkey	Coordinator of International Relations
Histadrut	Israel	Director General of the International Relations Division

Organization	Country/Region	Job Title
ILO	Albania	National Coordinator
ILO	Canada	Consultant
ILO	Côte d'Ivoire	ILO FPRW specialist for Africa
ILO	Germany	Technical Officer
ILO	Germany	Consultant
ILO	Hungary	National Project Coordinator
ILO	Hungary	Senior Workers Specialist
ILO	Italy	Participant
ILO	Serbia	National Project Coordinator
ILO	Switzerland	Africa Desk Coordinator
ILO	Switzerland	Technical Officer
ILO	Switzerland	FUNDAMENTALS Branch Chief
ILO	Switzerland	Technical Specialist, FPRW
ILO	Switzerland	Technical Officer
ILO	Switzerland	Senior Programme Officer
ILO	Switzerland	Technical Specialist Fundamentals
ILO	Switzerland	JPO
ILO	Switzerland	Deputy Regional Director
ILO	Switzerland	Regional Director
ILO	Switzerland	Project director
ILO	Switzerland	Head of Unit
ILO	Switzerland	Head of Advocacy and Partnerships
ILO	Thailand	Senior Specialist Fundamental Principles and Rights at Work
ILO	Turkey	Finance and Admin Assistant
ILO	Turkey	Child labour officer
ILO	Turkey	Senior Programme Officer
ILO	Turkey	Field Support Assistant
ILO	Turkey	Employment and Education Officer
ILO	Turkey	Senior Project Coordinator
ILO	Turkey	Project Assistant
ILO	United Kingdom	Child Labour Specialist
ILO	United Kingdom	Senior Project Coordinator
ILO	United Kingdom	Social Support Assistant
ILO	United States	National Project Coordinator
ILO	Uzbekistan	Technical Officer
ILO	Switzerland	Head of Research and Evaluation Unit, FUNDAMENTALS
ILO Brussels	Belgium	Director

Organization	Country/Region	Job Title
ILO OFFICE FOR TURKEY	Turkey	PROJECT ASSISTANT
ILO Office for Turkey	Turkey	Senior Project Coordinator
ILO Turkey	Turkey	Director
ILO Turkey	Turkey	Senior Project Coordinator
ILO Turkey	Turkey	Officer
ILO Turkey	Turkey	M&E Officer
ILO	United Kingdom	Communication and Public Information Officer
International Organisation of Employers	Switzerland	Legal Adviser
Istanbul Bilgi University	Turkey	Prof, Director- Center for Migration Research
ITC ILO	Germany	Consultant
ITC ILO	Italy	Senior Programme Officer
ITCILO	Italy	ITCILO
ITCILO	Italy	ILSGEN
ITCILO	Italy	Consultant
ITCILO	Italy	Consultant
ITCILO	Italy	participant
ITCILO	Italy	Course Assistant
ITCILO	Sweden	facilitator
ITUC-PERC	Russia	Project coordinator
KESK	Turkey	International Affairs Officer
KSSH - Confederation of Trade Unions of Albania	Albania	KSSH Deputy President
Medef	France	Chargée de mission
MEDEF	France	International and european social affairs deputy director
MFA	Norway	Senior adviser
Ministry of Labour	Italy	Official
Ministry for Innovation and Technology	Hungary	Legal adviser
Ministry of Civil Affairs of Bosnia and Herzegovina	Bosnia and Herzegovina	Senior associate for international cooperation in the field of labor and employment
Ministry of Civil Affairs of Bosnia and Herzegovina	Bosnia and Herzegovina	Head of Labour and Employment Department
Ministry of Economic Affairs and Employment	Finland	Ministerial Adviser
Ministry of economic development	Montenegro	Official
Ministry of Employment	Sweden	Desk officer
Ministry of Foreign Affairs	Netherlands	Senior policy advisor

Organization	Country/Region	Job Title
Ministry of Health and Social Protection	Albania	Specialist
Ministry of IDPs from occupied territories, labour, health and social affairs of Georgia	Georgia	Chief specialist of labour and employment policy and collective labour disputes division, Policy department
Ministry of Labor and Social Protection	Moldova	Head of department
Ministry of Labour and Social Affairs	Norway	Head of the Norwegian ILO Committee
Ministry of Labour and Social Protection	Moldova	Main consultant Department of Labour relations policies
Ministry of Labour and Social Protection	Russia	Consultant
Ministry of Labour and Social Protection	United States	Secretary of State
Ministry of Labour and Social Protection of the Russian Federation	Russia	Head of the International Cooperation Division
Ministry of Labour and Social Protection of the Russian Federation	Russia	Consultant of the International cooperation division
Ministry of Labour and Social Security	Turkey	Head of Department
Ministry of Labour and Social Security	Turkey	Deputy DG for Foreign Relations
Ministry of Labour and Social Security	Turkey	Labour Expert
Ministry of Labour, Pension System, Family and Social Policy	Croatia	Head of Service
Ministry of Labour, Pension System, Family and Social Policy	Croatia	Expert Associate
ministry of Social Affairs and Employment	Netherlands	Senior policy officer
Ministry of Social Affairs and Employment	Netherlands	Director International Affairs
Ministry of Social Security and Labour	Lithuania	Advisor
Mission de Belgique	Belgium	Ministerial advisor
Ministry of Labour and Social Affairs	Turkey	Labour Expert
Ngconsulting&training	France	Consultant
ÖGB	Austria	International secretary
Permanent Mission	Portugal	Counsellor
Permanent Mission of Poland to the UN	Switzerland	First secretary
Permanent Mission of Republic of Slovenia, Geneva	Slovenia	Second Secretary
Permanent Mission, Geneva	Germany	Counsellor
Pikolo Derneği	Turkey	Chairperson of the board

Organization	Country/Region	Job Title
Republic Institute for Social Protection	Serbia	Head of Department for Professional Supervision
Save the Children - The Netherlands	Netherlands	Head of Lobby & Advocacy
Save the Children - Work: No Child's Business	Netherlands	Programme Manager
Savez samostalnih sindikata Srbije/Confederation of Autonomous Trade Unions of Serbia	Serbia	Head of International Department
-	Turkey	consultant
Serbian Association of Employers	Serbia	Assistant of Membership Department
South African Mission	Switzerland	Minister/ Labour Attaché
State Agency for Child Protection	Bulgaria	Chief Expert
State Agency for crhildren rights	Albania	specialist
State LabouR Inspectorate Service under Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan	Azerbaijan	Head of Department
State Secretariat for Economic Affairs SECO	Switzerland	Advisor, International Labour Affairs
The ministry of Labor and Social Affairs	United States	Expert
The Ministry of Social Affairs	Iceland	Legal advisor
The Union of Education, Science and Culture of Kosovo	Kosovo	Representative/Member of UESCK
Trade Unions of Turkmenistan	Turkmenistan	Education specialist
Turkish Confederation of Employer Associations	Turkey	International Relations Director
UESCK/SBASHK	Albania	Vice-president
UN FAO REU	Hungary	International Rural Development Specialist
UNICEF	Switzerland	Child protection specialist
Union of Free Trade Unions of Montenegro	Montenegro	Legal advisor
Union of Industrialists and entrepreneurs of Turkmenistan	Turkmenistan	Deputy Head of international relations department
Work: No Child's Business	Netherlands	Programme Manager
Institute of State, Law and Democracy of Turkmenistan	Turkmenistan	Department head
Ministry of Labour	Tajikistan	Deputy Minister
Ministry of Employment and Labor Relations	Uzbekistan	Deputy Minister
Ministry of Labour, Social Security and Migration	Kyrgyzstan	Head of Department
Ministry of Labor	Turkmenistan	Chief Specialist
Office of Labour Law and Supervision	Kyrgyzstan	Chief Inspector

Organization	Country/Region	Job Title
Federation of Trade Unions of the Republic of Kazakhstan	Kazakhstan	Vice- Chairperson

