Football RESOURCE KIT
USING FOOTBALL IN CHILD LABOUR ELIMINATION AND PREVENTION PROJECTS

CHILD LABOUR AND THE RIGHT OF CHILDREN TO PLAY

"Sport can play a role in improving the lives of individuals, not only individuals, I might add, but whole communities. I am convinced that the time is right to build on that understanding, to encourage governments, development agencies and communities to think how sport can be included more systematically in the plans to help children, particularly those living in the midst of poverty, disease and conflict."

Kofi Annan

Former Secretary-General of the United Nations, at the Olympic Aid Roundtable Forum, Salt Lake City Olympic Games, February 2002

Child labour: What it is and why it needs to be tackled urgently

Children's personal and social development

All over the world, children may start working at a young age. They may help around the home sharing household chores, running errands and helping their families in the fields, tending to crops or picking vegetables or fruit. These activities are often encouraged by adults and older children in the family because they can be beneficial to a child's personal and social development. Through them, children learn a sense of responsibility and take pride in carrying out tasks that help the family. By observing and working with others, children can also learn skills and gain knowledge that will help them in their later lives.

As they grow older, they may take on more responsible or heavy work, such as looking after younger siblings, fetching and carrying loads from family farms or plantations where their families work, or maintaining the family home. They may even take on a part-time job, outside school hours and involving light work[1], either to earn some money for themselves or to supplement the family income. Work in this sense is a window onto the world of adult work and is part of the progression from childhood to adulthood. It is not work which prevents children from going to school, or takes them away from their families, or uses up all their time so they have no time for play or leisure with their peers. Nor is it work that harms them physically, mentally or emotionally.

Work of the nature described above is an essential part of childhood and is not what is termed child labour. Unfortunately, many children are obliged to do work which, far from having a positive effect on their lives, actually impedes their growth and development and, in many cases, can do them harm – harm that is sometimes irreversible. This is what is known as child labour.

The exploitation of the most vulnerable in society

Child labour is not children performing small tasks around the house, nor is it children participating in work appropriate to their level of development and which allows them to acquire practical skills and learn responsibility. Child labour is about the exploitation of the most vulnerable, disadvantaged and marginalized in society. According to the recent estimates[2] of the International Labour Organization (ILO), there were approximately 168 million child labourers between the ages of 5 to 17 in the world. Of these 168 million child labourers, just over 85 million were engaged in hazardous work, which is "work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children."[3]

Many of these children are deprived of an education or bear the dual burden of school and work, and may suffer physical, mental, emotional and sexual abuse. Some will be

[1] ILO Convention No. 138 concerning Minimum Age for Admission to Employment states that "light work": (a) will not be harmful to [children's] health or development; and (b) will not prevent them going to school or attending skills training programmes.

[2] ILO-IPEC: Marking progress against child labour - Global estimates and trends 2000-2012. Geneva, ILO, 2013. Available at: www.ilo.org/ipec/Informationresources/WCMS_221513 .

physically or mentally handicapped or may even die before reaching adulthood as a direct result of their labour. Others will be emotionally scarred for life.

These children work in a variety of industries and situations and in many parts of the world, including industrialized countries. The vast majority (almost 59 per cent) can be found working in the agricultural sector, where they may be exposed to dangerous chemicals and equipment. Others may be street children, peddling or running errands to earn a living. Some may be domestic workers or can be found in workshops in informal markets and sectors making a wide variety of products. Children can also be found in the commercial sex trade. The most significant common element that all of these children share is that they are denied a fair chance to enjoy a real childhood, an education and a better life.

Children work because their survival and that of their families depend on it. Sometimes, children may end up working simply because that is the way it has always been in their families or communities – their parents worked as children before them. It might be as a result of parental attitudes generally, for example, distrust of or lack of confidence in the education system, or even cultural or traditional practices and norms which consider child labour acceptable or even normal. It can be a very complex and complicated issue. Child labour persists even where it has been declared illegal, and is frequently surrounded by a wall of silence, indifference and apathy, making these children invisible. But the wall is slowly beginning to crumble.

Progress in global efforts to combat child labour

While the elimination of all child labour is a long-term goal in many countries, certain forms of child labour must be tackled as a priority. Almost half of the world's child labourers are engaged in hazardous work, work which threatens their physical, mental and emotional health and even their lives. The effective elimination of these worst forms of child labour, therefore, is one of the most urgent challenges of our time.

Nevertheless, the latest Global Estimates,[4] paints a picture of both important progress, and of substantial remaining challenges. On the one hand, the sustained global efforts against child labour over the past 12 years appear to have borne fruit – child labour fell by almost a third and hazardous work by over half in the period from 2000 to 2012. On the other hand, the pace of progress still remains much too slow to achieve the goal of eliminating its worst forms by 2016. (see Annex 1 for further details).

The agriculture sector still accounts for the largest share of child labourers, but evidence indicates that the make-up of child labour is beginning to change. Child labour outside the agriculture sector, and particularly in services, is gaining in relative importance. The policy implications of these changes are clear. While addressing child labour in the agriculture sector remains critical, child labour elimination efforts must also address the growing share of child labour occurring within the informal economy in services and the substantial numbers of child labourers in the informal economy in different areas of manufacturing.

This also requires the development of further work with the relevant employers' and workers' organizations in the sectors concerned. Within the services sector, attention to child domestic workers is especially important given their heightened vulnerability to exploitation and abuse

Indeed, it is difficult to get an idea of the full extent of some of the more "hidden" forms of child labour, such as child domestic labour, trafficking and the commercial sexual exploitation of children (CSEC). The statistics in the ILO's 2010 Global Report did not include numbers on child domestic labour, for example. Yet, it is precisely these hidden forms

[3] ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, article 3.

[4] ILO-IPEC: Marking progress against child labour - Global estimates and trends 2000-2012. Geneva, ILO, 2013. Available at: www.ilo.org/ipec/Informationresources/WCMS_221513.

of exploitation that require our most concerted efforts to prevent and eliminate them.

The largest absolute number of child labourers is found in the Asia and the Pacific region but Sub-Saharan Africa continues to be the region with the highest incidence of child labour, even though there has been a decline there. For the overall 5-17 years age group, child labourers number almost 77.7 million in Asia and the Pacific. For the same age group, there are 59.0 million child labourers in Sub-Saharan Africa, 12.5 million in Latin America and the Caribbean (LAC) and 9.2 million in the Middle East and North Africa (MENA).

In this context, there is every reason to focus action and strategy on Africa, where the highest proportion of working children is found and the region where the least progress is being made in reaching the United Nations Millenium Development Goals (MDGs)[5], especially that of free, compulsory and universal primary education. While Sub-Saharan Africa accounted for 30 per cent of all 5-17 year-olds in child labour in 2008, four years later this figure had risen to 35 per cent.

Data shortcomings, however, mean that the regional child labour picture still remains only partial. There are insufficient data to generate separate estimates for the Eastern European and Central Asia regions, for the Pacific and the Caribbean countries or for the industrialised economies.

Success in reducing child labour, particularly its worst forms, has not been automatic. It has taken the political mobilization of workers, employers and governments combined with the practical action of parliaments, civil society organizations, local authorities, consumers and the general public. There is a need to strengthen and broaden the worldwide movement against child labour, and the ILO report outlines the steps that need to be taken in this respect, including supporting national responses to child labour, in particular through effective mainstreaming in national development and policy frameworks.

Annexes 1, 2 and 3 provide more detailed information on child labour and its causes and consequences. Child labour is a complex and multi-layered issue that cuts across a range of human development areas, including health, education, poverty and gender. As such, it requires a multi-faceted and multi-stakeholder approach as has been developed by the ILO through its International Programme on the Elimination of Child Labour (IPEC).

International Programme on the Elimination of Child Labour

IPEC is the world's largest technical cooperation programme on child labour. Its aim is the progressive elimination of child labour worldwide, with the eradication of the worst forms an urgent priority. Since it began operations in 1992, IPEC has worked to achieve this in two ways: through country-based programmes which promote policy development and reform, build institutional capacity and put in place concrete measures to end child labour and through awareness-raising and mobilization aimed at changing social attitudes and promoting ratification and effective implementation of the ILO's Child Labour Conventions.

[5] For more information on the MDGs, visit: www.un.org/millenniumgoals

The ILO's 2006 Global Report on Child Labour estimated that, since 2002, around 5 million children have benefited directly or indirectly from IPEC's work. These efforts have resulted in countless numbers of children being withdrawn from work and rehabilitated or prevented from entering the workforce. In addition to this direct action, there has been substantial in-depth statistical and qualitative research, policy and legal analysis, programme evaluation and child labour monitoring, which have permitted the accumulation of a vast knowledge base of statistical data and methodologies, thematic studies, good practices, guidelines and training materials.

IPEC is operational in many countries around the world. It was first established with the support of one donor country, Germany, and now has a broad range of donors, including workers' and employers' organizations, municipalities and other non-state actors, for example FIFA, which supported the production of this football resource kit. In addition, a number of organizations and authorities provide various levels of support nationally, regionally or locally, including technical support.

The programme has been successful in informing global partners about, generating widespread public awareness of and mobilizing various actors against child labour. It has also been responsible for the rapid ratification of the ILO's Conventions 138 and 182 on minimum age of employment and worst forms of child labour respectively and the inclusion of references to these and child labour in international policy statements and documents.

Integrated approach to child labour elimination

It is now widely acknowledged that an approach that aims at both reducing poverty and promoting universal education and skills training is the most effective way of tackling the root causes of child labour and eliminating it in a manner which can be sustained in the longer term. IPEC's overall strategy is thus firmly based on the premise that the reduction of child labour and poverty through reforming policies, enhancing capacity, protecting children's rights and mobilizing community participation and the empowerment of parents and children can have a more significant and durable impact than direct action alone. In this respect, IPEC links its work closely with related global initiatives, such as the MDGs, Education For All (EFA) and Poverty Reduction Strategy Papers (PRSPs), and to the work of key UN and international agencies, such as the United Nations Children's Fund (UNICEF), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the World Bank and the Global Campaign for Education alliance.

Resource support for programme partners

An important aspect of the thematic structure of IPEC's support for the prevention and elimination of child labour has been the development of a wide range of focused resource materials for the diverse partners with which it works. In addition, resource materials have been developed that accentuate the quality dimension of education and learning capacities of (former) child

labourers, their siblings and their peers. These approaches place the child as the learner at the heart of the education and support process, which is critical for their success in building self-confidence and self-esteem and providing children with skills in self-expression and the ability to make effective use of these skills in their everyday lives.

It is essential that all children receive an education because:

- It gives them the opportunity to develop their capabilities and talents. The basic knowledge and skills they acquire, such as reading, writing and arithmetic, are essential in their everyday lives and will help children to find better jobs when they reach the legal age to work.
- Education prepares children to play an active role in society, to develop values and learn communication skills that will help them become responsible and involved citizens in the future.
- Through education, children are made aware of their rights and responsibilities and are less likely to accept hazardous work and exploitative working conditions when they reach the legal age to work.
- For working children in particular, education can play a key role in improving their existing situation. Relevant and quality vocational and technical training enables them to seek better work alternatives in the future.

Recreation and sport: integral elements of education, childhood and development

Education is the basic right of every child and should be upheld along with their other fundamental rights, such as healthy childhood development, which includes the opportunity to engage in recreational play and organized sports. IPEC is increasingly aware of the need for its field operations to focus attention on ensuring former child labourers, their siblings and peers have access to healthy activities such as recreation and sport as an integral part of their education and rehabilitation.

IPEC aims to provide children withdrawn from or at risk of child labour with access to basic education in either formal and/or non-formal settings or to vocational education and skills training. For example, non-formal education can help in facilitating the transition of former working or at-risk children into formal school programmes. While these interventions are vital in providing alternatives to former working or at-risk children and their families, it is also important for these children to benefit from activities that will support their personal and social development and improve their general health, well-being, enjoyment and outlook on life.

The right of all children to play and take part in organized sport

Sport is an increasingly important component of development programmes worldwide. It is in the nature of all children to play, and the right to play is enshrined in the United Nations Convention on the Rights of the Child (1989).[6] This right was further upheld by world leaders at the United Nations General Assembly Special Session on Children[7] in May 2002, which culminated in the global action plan "A World Fit for Children" in which it was agreed to:

- Promote physical, mental and emotional health among children, including adolescents, through play, sports, recreation, artistic and cultural expression.

[6] Article 31 of the Convention on the Rights of the Child (1989) declares: "States Parties recognize the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child …".

[7] United Nations Special Session on Children, May 2002: www.unicef.org/specialsession/.

[8] International Charter of Physical Education and Sport, adopted by the General Conference of UNESCO at its 20th session, Paris, 21 November 1978.

- Provide accessible recreational and sports opportunities and facilities at schools and in communities.

Furthermore, Article 1 of UNESCO's International Charter of Physical Education and Sport (1978)[8] states: "The practice of physical education and sport is a fundamental right for all."

These international measures to protect and promote the development of children recognize the importance of play, recreation and sport, whether organized or otherwise, in providing the mental and physical stimulation that underpin their holistic growth and capacity for learning. At every stage of their natural development, children need to express themselves in all manner of ways, and it is also through play and sport that their cognitive, social, coordination and practical skills evolve. It promotes good health, builds strength and increases fitness. As children grow older, sport and recreation help them develop communication and leadership skills, enhances their ability to work in a team, builds their self-confidence and self-esteem, and instils in them the concept of mutual respect and social values.

UN Inter-Agency Task Force on Sport for Development and Peace

Following the Olympic Aid Round Table Forum in Salt Lake City, USA, February 2002, the then UN Secretary-General Kofi Annan convened an Inter-Agency Task Force on Sport for Development and Peace,9 co-chaired by Adolf Ogi, Special Adviser to the UN Secretary-General on this issue, and Carol Bellamy, Director of UNICEF at the time. The Task Force brought together ten UN organizations, including the ILO, with significant experience of using sport in their work and was mandated to review all activities involving sport within the UN system.

In March 2003, the Task Force produced its final report entitled "Sport for Development and Peace: Towards achieving the Millennium Development Goals",[10] which provided an overview of the growing role that sporting activities are playing in many UN programmes and highlighted the lessons learned. The report concluded that sport – from recreational play to organized and competitive sport – is a powerful and cost-effective way to advance the MDGs. It also included recommendations aimed at maximizing and mainstreaming the use of sport. The mission of the Task Force was to encourage a more coherent approach to the use of sport-related initiatives in the pursuit of UN development goals, particularly at the community level, and to promote the use of sport as a recognized tool in development policy.

The recommendations of the Task Force report included:

- Sport should be better integrated into the development agenda.
- Sport should be incorporated as a useful tool in programmes for development and peace.
- Sport-based initiatives should be included in the country programmes of UN agencies where appropriate and according to locally assessed needs.
- Sport for development and peace programmes need greater attention and resources by governments and the UN system.
- Communications-based activities using sport should focus on well-targeted advocacy and social mobilization, particularly at national and local levels.

[9] UN web site "Sport for Development and Peace": www.un.org/themes/sport/index.htm.

[10] The report was made public by the UN on 17 September 2003 in New York. A full copy can be downloaded from the UN web site: www.un.org/themes/sport/task.htm.

A final recommendation of the Task Force was that the most effective way to implement programmes that use sport for development and peace is through partnerships.

Magglingen Declaration reinforces commitment to sport and development

The year 2003 was particularly significant in reflecting the growing emphasis on sport within the UN system and more broadly among civil society organizations. The first international conference on sport and development was hosted by the Swiss Agency for Development and Cooperation (SDC) in the city of Magglingen, Switzerland, in February 2003. The conference brought together representatives from the international community, including UN agencies, national and international sports organizations, and the media, as well as numerous athletes past and present. Discussions revealed the need for an international platform to facilitate information exchange and to promote sport and development as a new domain of international cooperation.

This resulted in the launch of the Sport and Development International Platform[11] to bring to life to "The Magglingen Declaration" (see annex 4), which embodies initial efforts to put into action the recommendations of the UN Task Force report. The Declaration underpinned the belief of all conference participants that sport can play a vital role in national and international development work and called upon governments, UN agencies, sports federations, civil society organizations, the sporting goods industry, media, business and people everywhere to contribute to sport and development.

In addition, the conference issued a series of recommendations regarding human development, health, education, media, violence, situations of crisis, conflict prevention, promotion of peace, local development, social dialogue, corporate social responsibility and safe and sustainable sport. On the last topic, participants called for a new vision of sport called "SAFE sport", with SAFE standing for **S**ustainable, **A**ddiction-free, **F**air, **E**thical.

The Next Step conference

At the 58th session of the UN General Assembly in September 2003, a resolution on "Sport as a means to promote education, health, development and peace"[12] was adopted and proclaimed the year 2005 as the International Year of Sport and Physical Education.[13] Since this time, the UN as a whole has begun to work in a more focused and coherent manner on the integration of sport into its wide-ranging programmes, including those of the ILO.

Soon after the adoption of this resolution, around 140 delegates from 45 countries gathered in Amsterdam, the Netherlands, in November 2003 to discuss the many ways that sport could be used in development. The International Expert Meeting on Sport and Development,[14] dubbed "The Next Step Conference", brought together professionals from the world of sports and development to jointly make a "next step" towards achieving

[11] Sport and Development International Platform: www.sportanddev.org.

[12] A/RES/58/5, "Sport as a means to promote education, health, development and peace": www.un.org/Depts/dhl/resguide/r58.htm.

[13] UN International Year for Sport and Physical Education: www.un.org/sport2005/.

[14] The Next Step Conference, the Netherlands, November 2003: www.sportdevelopment.org/nextstep.

[15] Sport and Development Project Base: www.sportanddev.org/en/projects/index.htm.

sustainable development in and through sport. The meeting promoted numerous examples of good practices from all over the world in which sport had been used to work towards the achievement of the MDGs, many of which can be found in the Sport and Development Project Base,[15] a collection of projects from around the world that use sporting activities as a tool for development. These activities focus on such critical areas of development as health, particularly HIV/AIDS, the disabled, community development, personal development, peace building and dealing with traumas. Discussions during the workshop covered a wide range of subjects, including the vital aspect of capacity-building.

The meeting was hosted by the Dutch Ministry of Health, Welfare and Sports, the Dutch National Committee for International Cooperation and Sustainable Development, the Netherlands Olympic Committee/ Netherlands Sports Confederation and the Management for Development Foundation Workshop discussions encouraged participants to consider such key areas of sport in development as ownership, partnership, technical assistance, capacity building and sustainable funding Participants were also able to elaborate a set of nine common principles on partnership for sport and development, which can be found in annex 5.

2005: UN International Year of Sport and Physical Education

As mentioned above, the UN General Assembly declared 2005 the International Year of Sport and Physical Education. The UN Secretary-General's report to the General Assembly in September 2005 highlighted some of the sport-related activities undertaken within the framework of the International Year and called for greater efforts to strengthen advocacy and social mobilization. Furthermore, it pointed out that sport, in conjunction with humanitarian and development activities, can contribute significantly to raising public awareness and mobilizing support and resources. The report also called for further initiatives to incorporate sport as a tool into programmes for development and peace and to include sports-based initiatives in country programmes where appropriate and according to local needs to ensure sustained long-term effects.

In celebration of the UN International Year of Sport and Physical Education and to ensure that its legacy would be kept alive and reinforced over the coming years, a follow-up international conference was again organized in Magglingen, Switzerland, in December 2005, under the theme "Development through Sport: Moving to the next stage".[16] Co-organized by the Office of the Special Adviser to the UN Secretary-General on Sport for Development and Peace, the Swiss Federal Office of Sports and the SDC, the conference resulted in the issue of a call to action in which ten steps to affirmative action were outlined for different groups (see annex 6).

Break-out sessions during the conference focused on key elements in sport and development, including:

- Education, training and capacity-building strategies
- Roles, responsibilities and interfaces for effective partnerships
- Sport and economic development
- Sport as a means to social integration
- Evaluation methods and instruments
- Overcoming trauma through sport
- Promoting gender equity through sport

[16] 2nd Magglingen Conference, "Development through sport: Moving to the next stage": www.magglingen2005.org/.

[17] For more information on MYSA, visit www.mysakenya.org.

The conference also identified ten challenges facing the international community in building a global partnership for sport and development and highlighted potential action to address each of these (see annex 7). For example, the need to engage decision-makers and opinion-leaders for the public and private sectors in order to ensure that sport is recognized as a national priority. The issue of partnerships of all kinds was raised during various sessions, particularly in respect of achieving the MDGs through sport. It was emphasized that there was an urgent need to move towards the implementation of more activities and the scaling up of these where possible. In addition, participants highlighted the need for effective multi-stakeholder partnerships, including those with the private sector. Making these partnerships work was also underscored in the list of challenges facing the next stage of development through sport.

There are a number of examples of effective partnership initiatives that can be found on the Sport and Development Project Base, including the Football for Development programme of the Royal Netherlands Football Association (KNVB) Academy, which works closely with several grassroots sport and development programmes, such as the Mathare Youth Sports Association (MYSA)[17] in Kenya. MYSA is a community-based sports programme in the Mathare slum area of Nairobi which has an impressive track record of helping children and young people to overcome the challenges they face in life through sport, recreation, education and skills training. In 2006, the KNVB contributed to the construction and equipment of a community hall in Mathare which serves as a library, an educational work space, and changing and storage rooms for one of the slum's many youth football teams. MYSA is a living example of how to put into practice the fundamental principle of development through sport.

2010 and 2013 – Global Conferences on Child Labour

In the framework of the 10th anniversary of the coming into force of ILO Convention 182 on the Worst Forms of Child Labour (WFCL), in 2010, while the global movement has achieved much progress in reducing the incidence of child labour, efforts must be stepped up if we are to deliver the commitment of a world free of the worst forms of child labour by 2016. In order to meet that challenge, the Dutch Ministry of Social Affairs and Employment, in close collaboration with the ILO (and in cooperation with UNICEF and the World Bank), organized in May 2010 a global conference on child labour in The Hague (The Netherlands). The conference objectives were:

- to achieve rapidly universal ratification of ILO Conventions Nos. 138 and 182;
- to deliver the commitment to take immediate and effective measures to end the worst forms of child labour as a matter of urgency; and
- to agree on significantly intensified efforts to reach the 2016 goal laid down in the Global Action Plan.

More than 450 delegates from 80 countries have agreed on a Roadmap aimed at "substantially increasing" global efforts to eliminate the worst forms of child labour by 2016 and approved the Roadmap that calls on governments, social partners and civil society organizations to strengthen access to education, social protection and decent work.

At the The Hague Global Child Labour Conference, after having accepted the Dutch invitation to host the next conference, the Government of Brazil held in October 2013 in Brasilia the III Global Conference on

[18] The section on the history of FIFA has been reproduced from "The History of FIFA" from www.fifa.com.

Child Labour that measured progress in the implementation of the Roadmap agreed at The Hague and towards the goal of eliminating the worst forms of child labour by 2016.

The main outcome document of the Conference, the Brasilia Declaration on Child Labour, signed by quadripartite delegations from 156 countries, underlined the need for a coherent and integrated approach to achieving the sustained elimination of child labour by eradicating its socio-economic root causes. It also acknowledged the need for reinforced national and international action and cooperation, with a focus on the informal economy; the leading role and primary responsibility of governments, in cooperation with the social partners and wider civil society actors; and the importance of social dialogue and concerted public–private action, of decent work for all adults, of free, compulsory and quality education for all children, and of progressive universalization of social protection.

Additionally, it reiterates the importance of the worldwide movement against child labour through stronger international cooperation, including South–South and triangular cooperation, noting in particular the challenges faced by conflict-affected countries; the importance of raising awareness and of challenging attitudes and practices that condone or tolerate child labour; and the need for the fight against child labour and the Decent Work Agenda to be given due consideration in the UN post-2015 development agenda.

In 2017, the government of Argentina will host the next Global Conference on the Sustained Eradication of Child Labour in 2017.

Partnerships in sport for development: The role of football

Brief history of FIFA

The Fédération Internationale de Football Association (FIFA – International Federation of Football Association) was founded in Paris, France, on 21 May 1904, by football associations from Belgium, Denmark, France, the Netherlands, Spain, Sweden and Switzerland.[18] At this point, international football began to be organized at a higher level and the first FIFA Statutes were laid down. The first FIFA representatives were faced with the immense task of establishing the organization. It was not until the following year, 1905, that the English Football Association joined, closely followed by Austria, Germany, Hungary, Ireland, Italy, Scotland and Wales.

In the ensuing years, football became more united and an initiative was launched to establish uniformity in the Laws of the Game. International competitions were organized in the context of the Olympic Games in London, UK, in 1908 and in Stockholm, Sweden, in 1912. This virtually unknown sport at that time was regarded with suspicion at the Olympic Games. England won both the 1908 and 1912 tournaments.

Eventually, there was success in setting out uniform Laws of the Game and these became compulsory. Clear definitions were also established of international matches. Until 1909, FIFA was made up of only European associations but from 1909 to 1913 the first members from overseas joined, including Argentina, Chile, South Africa and the USA. This marked the start of FIFA's international activities.

Post World War era

Following the First World War, a new administrative board was set up under the leadership of Jules Rimet, and the development of FIFA was to become his lifelong task. At the time he was elected, there were 20 members. However, this figure was to climb to 85 by the time he opened the 5th World Cup in Switzerland. It was during his presidency that the ambition of a FIFA World Cup finally materialized and the first competition was held in the Centenary Stadium in Montevideo, Uruguay, on 18 July 1930. A new era had begun for world football.

At the FIFA Congress in 1946, President Jules Rimet was presented with a special gift: from this date onwards, the World Cup would be called the "Jules Rimet Cup". He subsequently became the first Honorary President of FIFA in June 1954. The 1960s was an extraordinary time in world politics and often one of the first steps taken by newly independent nations was their affiliation to FIFA. So, the number of members grew steadily. Televised transmission of the World Cup also contributed to worldwide expansion.

Launch of FIFA as a dynamic global organization

As a private institution, FIFA received neither governmental subsidies nor funds from other sources. Funds came strictly from profits of the World Cup and this provided its income for the four years between competitions, which meant that the organization was quite conservative in its activities and vision. However, this changed with the arrival of Dr João Havelange of Brazil in 1974, who had studied the major problems of world football and begun to consider possible solutions. Following his election, he sought new ways and means to promote the global technical development of football and to prepare new generations for these developments.

Dr Havelange transformed FIFA into a dynamic enterprise brimming with new ideas and the will to see them through. At the 1982 World Cup in Spain, he increased the number of competing teams to 24, thus opening the competition to more countries, particularly from Africa, which was a growing football continent. The unqualified success of this decision reinforced Havelange's notion that his policies were right. For the 1998 World Cup in France, the number of participating teams was increased to 32, making it the largest in the history of the event, and allowing even greater participation from all its confederations.

Under Havelange's leadership, FIFA also became the hub of sporting diplomacy. He showed a flair for using the conciliatory potential of football at exactly the right moment and had significant success in bringing football confederations of all nationalities together to discuss competitions in an environment of peace and harmony.

Football uniting people

Over the past 30 years, football has not only taken root as the world's major game, but has also blossomed in other branches of society, commerce and politics. Football, more than any other factor, has enveloped entire regions, people and nations. Today, the FIFA World Cup holds the entire global public under its spell. An accumulated audience of over 37 billion people watched the 1998 tournament in France, including approximately 1.3 billion for the final alone, while over 2.7 million people flocked to watch the 64 tournament matches.

With approximately 200 million active players worldwide, it now constitutes a substantial element of the global leisure industry, having opened up new markets for itself and for the rest of the business world. This potential has yet to be exhausted, especially in Asia and North America. By 2009, FIFA's membership had grown to 208 football associations, thus making it one of the biggest and certainly the most popular sports federations in the world.

In June 1998, Joseph S. Blatter of Switzerland was elected as the successor to Dr Havelange as the eighth FIFA President. President Blatter is one of the most versatile and experienced exponents of international sport diplomacy and is totally committed to serving football, FIFA and the world's youth.

Football for Hope

Football is played by millions around the world. As the guardian of this game, FIFA – with its 208 member associations – has a responsibility that does not end with organizing the FIFA World Cup™ and developing the game itself. With the definition of a social responsibility strategy, the formation of a Corporate Social Responsibility Department and the creation of Football for Hope movement in 2005, FIFA further strengthened its commitment to building a better future.

Football has become a vital instrument for hundreds of social development programmes run by non-governmental and community-based organizations all around the world. These programmes are providing children and youth with valuable tools to actively make a difference in their own lives. Through addressing the most pressing issues in each community, these programmes are contributing to positive social change on a global scale.

In 2005, FIFA and streetfootballworld jointly began to bring these organizations together, strengthen their programmes through direct support, and increase their visibility. Football for Hope was thus created as a unique and global movement through which the power of football is used as a force for sustainable social development.

The role of football in protecting children's rights

Football and its integrating qualities, such as tolerance, team spirit and equality of opportunities, have a strong impact on society. Football for Hope makes the most of this potential by targeting certain social and human themes, including peace building, anti-discrimination and social integration, health promotion, good governance, the environment and – particularly important for IPEC projects – children's rights. As mentioned previously, the UN Convention on the Rights of the Child guarantees all children the right to play and participate in recreational activities. FIFA aims to help girls and boys to enjoy these rights through football-related programmes, fostering self-confidence and integration and providing them with the necessary tools to enhance their chances of a better future.

The initiative places particular emphasis on education in the belief that the educational value of its programmes guarantees a long-lasting effect of the results achieved and the sustainability of its efforts. In this respect, football and education are considered mandatory components of the Football For Hope movement.

Criteria for Football for Hope programmes

Football for Hope supports programmes all over the world that combine football and social development. This support includes funding, equipment, as well as projects that offer training, capacity building, and know-how exchange on topics such as monitoring and evaluation, curriculum development, and communication.

Football for Hope supports programmes run by organizations which:

- are legally-registered entities with non-governmental status and not-for-profit status;
- are politically and religiously independent and non-discriminatory in every way;
- use football to promote social development;
- have ongoing programmes that address social issues and target children and youth;
- are financially stable and have a long-term approach.

The above criteria also play an important role in the screening process of organizations interested in joining the Football for Hope movement. This is a step that organizations implementing IPEC football projects may decide to take in terms of furthering and enhancing their capacities in this field and provides potential added value to implementing agencies.

Organizations interested in joining the movement should first visit the Football for Hope section of the FIFA web site in order to better understand its principles, objectives and activities before making an application. The web site address is:

www.fifa.com/aboutfifa/worldwideprograms/footballforhope/index.html

If an organization decides to proceed with an application, it should contact Football for Hope directly by writing to **info@footballforhope.org**. The Football for Hope secretariat will then communicate with the applicant to carry out a preliminary screening process to assess whether or not the organization fulfils the movement's basic criteria.

Following this process, applicants will receive an information pack from Football for Hope, including a profile questionnaire. Organizations should study the pack and consider if they and their programmes fulfil the eligibility criteria and then complete and submit the profile questionnaire. Submissions are evaluated by Football for Hope to decide whether or not organizations may join the movement.

Upon a positive response, organizations will benefit from various advantages, including invitations to participate in Football for Hope festivals organized around the world and the forum held once every four years. They will also be able to submit applications for financial and programme support for football projects.

Support for ILO's Red Card to Child Labour global campaign

In addition, FIFA supported the ILO's successful global awareness-raising campaign on child labour "Red Card to Child Labour" (see *User's Guide* for more details), which draws on the symbolism of the red card used in football in particular as the maximum punishment to a player who breaks the rules and is dismissed from the field of play. As the red card sends players off the field, so it also embodies the desire of the ILO and FIFA to join together to eliminate the scourge of child labour from the lives of vulnerable children worldwide. The campaign was run in FIFA competitions and continental championships and was also promoted through public transport systems of major European cities, including Paris and Rome.

The FIFA Quality Concept for Football

The "FIFA "Quality Concept for Footballs"" is a testing programme for outdoor and indoor footballs. Manufacturers have the possibility to

[19] For more information on the ILO's Declaration on Fundamental Principles and Rights at Work, visit: www.ilo.org/dyn/declaris/DECLARATIONWEB.INDEXPAGE.

[20] For the full text of the WFSGI Code of Conduct, visit: www.wfsgi.org/main_pages/wfsgi/codes/Code_conduct.pdf.

enter into a licence agreement for the use of two prestigious FIFA hallmarks on footballs that have passed the rigorous testing procedure. Licensees enjoy extensive trademark protection of the FIFA marks and benefit from comprehensive marketing services.

FIFA's commitment to social responsibility has come to the fore as part of its Quality Concept. Licensees are contractually obliged to ensure that no child labour is used at any stage of the manufacturing process and they have to pledge to comply with the following two instruments relating to the treatment of workers:

1. Declaration on Fundamental Principles and Rights at Work, ILO, 1998.[19]
2. Code of Conduct of the World Federation of the Sporting Goods Industry (WFSGI).[20]

In addition, FIFA requires that the manufacturers and distributors used by these licensees comply with these same instruments. Furthermore, licensees have to pledge their support for any initiative to end child labour in the football industry. Footballs bearing the FIFA Quality Marks are therefore helping children worldwide. The net revenues from the project are made available to various children's projects, including IPEC, SOS Children's Villages and UNICEF.

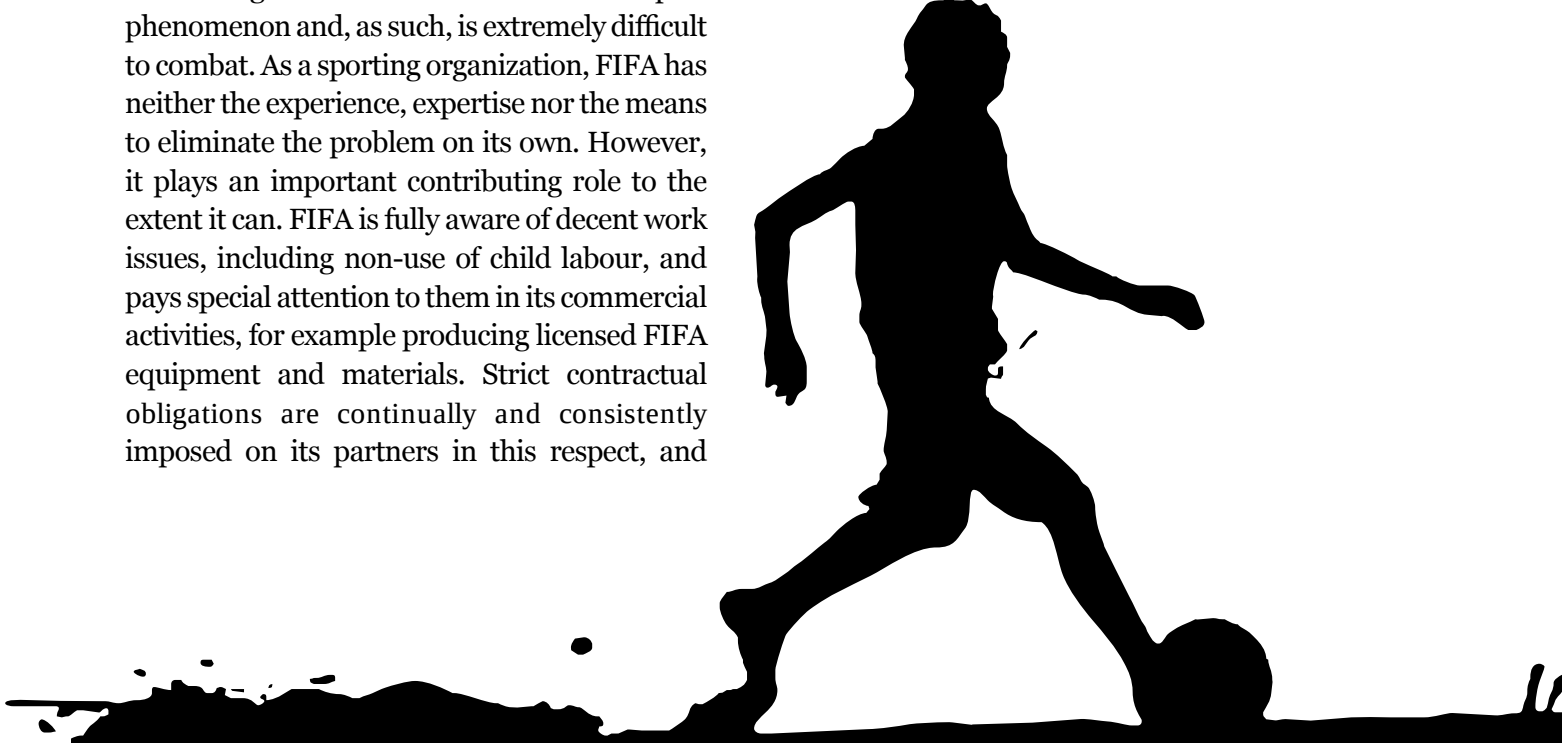
FIFA's role in eliminating child labour from football manufacturing

FIFA recognizes that child labour is a complex phenomenon and, as such, is extremely difficult to combat. As a sporting organization, FIFA has neither the experience, expertise nor the means to eliminate the problem on its own. However, it plays an important contributing role to the extent it can. FIFA is fully aware of decent work issues, including non-use of child labour, and pays special attention to them in its commercial activities, for example producing licensed FIFA equipment and materials. Strict contractual obligations are continually and consistently imposed on its partners in this respect, and FIFA collaborates closely with UN agencies, such as the ILO and UNICEF. Furthermore, FIFA's relationship with the World Federation of the Sporting Goods Industry (WFSGI) ensures that both organizations work closely together to eliminate and prevent child labour in the industry.

The elimination of child labour from the football industry in Pakistan

In February 1997, the Sialkot Chamber of Commerce and Industry (SCCI) signed an agreement with the ILO and UNICEF, known as the "Atlanta Agreement" (see Annex 8 for the full text of the agreement). The agreement focused on joint efforts for the prevention, phased withdrawal and eventual elimination of child labour in the football manufacturing industry in Sialkot, Pakistan. Based on this document, a project titled "Elimination of child labour in the football industry in Sialkot" was launched with the financial support of the U.S. Department of Labour, FIFA and the SCCI.

The Atlanta Agreement had three main



objectives:

1. To assist manufacturers seeking to prevent children under the age of 14 from participating in the manufacture or assembly of footballs in the Sialkot District and its environs.
2. To identify and remove children from conditions of child labour in the manufacture or assembly of footballs and to provide them with education or other opportunities.
3. To facilitate changes in the community and family attitudes on the acceptability of child labour in the industry.

Pioneering project

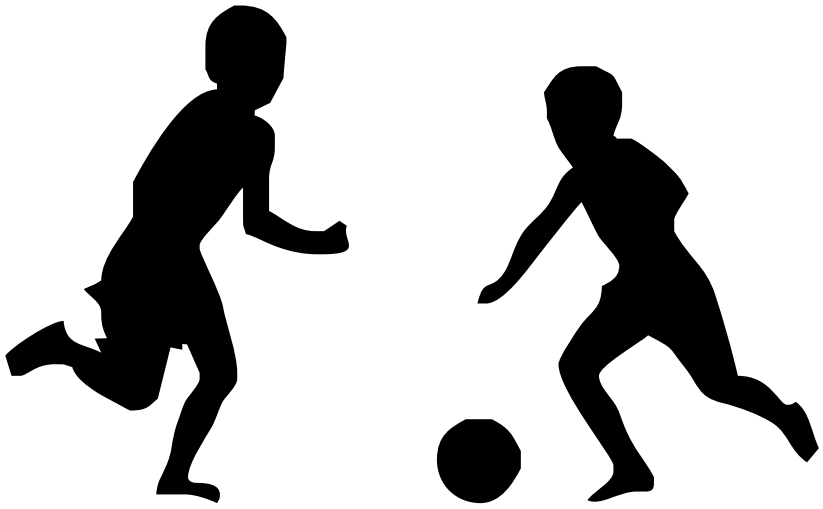
The project has been a pioneer in Sialkot which, at the time of the project's launch in 1997, was the world's most important football production area, responsible then for over 50 per cent of the global production of hand-stitched footballs. The successful combination of workplace monitoring and education and social protection programmes resulted in increased awareness among children and their parents, as well as communities in general, about the value of education and the negative impact of premature involvement of children in work. In turn, this contributed directly to the progressive elimination and prevention of child labour in this area of Pakistan. FIFA's collaboration and generous financial support were crucial to the success of the project, which ended in 2009.

The overall aim of the project in Sialkot was to provide education to working children as an alternative to work. It further sought to mobilize local communities to take ownership of the non-formal education plan and link it to the formal education system to facilitate the integration of these children. To this end, non-formal schools were established to provide education to football-stitching children and those at-risk of child labour. A family-based approach was adopted to reach out to other members of the children's families and to develop viable income generation schemes for them. The participation of manufacturers, exporters, contractors and other workers was assured through awareness-raising and mobilization and emphasis was placed on action-oriented research, monitoring and evaluation and systematic feedback of results to constantly improve implementation.

First project phase

During the project's first phase from 1997 to 1999, over 10,500 students benefited from education programmes provided through non-formal education centres. More than half of these children were subsequently integrated into formal education and more than 5,000 benefited from health programmes. In addition, the project was able to remove children from 95 per cent of the manufacturing line of hand-stitched footballs in Sialkot District.

The real contribution of the project, however, went far beyond these more tangible targets and could be seen in the social transformation of the communities it touched. The most telling long-term impact of the project was convincing the people of Sialkot District that children should not be denied their right to a childhood, an education, recreation and health



services. It changed the way the general public looked upon the issues of child labour and education, and built up a rich social capital to sustain these beliefs in the long term. For example, a number of the non-formal schools were sustained by the communities and partner NGOs and are living examples of their commitment to the ideals of education as established by the project.

This significant change in social attitudes and behaviour was acknowledged and formalized at the political level in 2003 when the District Government of Sialkot, under popular pressure, pledged to purge the entire district of all kinds of child labour to make Sialkot a "Child Labour Free District". Efforts got under way to remove child workers from the hotel and automobile industries. The determination of the District Government in achieving its aims was reflected in the fact that over 70 per cent of its budget was directed towards the education sector. Sialkot was the only district in the country with such a significant allocation for education at that time.

Second project phase

The second phase of the IPEC project took place from 2000 to 2004 and succeeded in mobilizing even more manufacturers in Sialkot District – around 50 or so – to join the project. It put in place a monitoring system of the education centres to ensure children removed from work remained in school and it also adopted an area-based approach to reach out to those children stitching outside registered centres. In addition, project monitoring responsibilities were transferred from the ILO to an independent body, formed with the ILO's financial and technical assistance, called the Independent Monitoring Association for Child Labour (IMAC), and efforts were made to ensure the financial sustainability of both monitoring and social protection components of the project through IMAC.

Third project phase and beyond

The objectives of the project's third phase (2005–2009) were established following a joint mission to Pakistan at the end of 2005, which comprised representatives of IPEC, FIFA and the WFSGI. During this phase, financial resources focused primarily on the education and social protection components of the programme. In terms of education, FIFA and IPEC met with girls withdrawn from stitching centres in 1997 and who had completed their primary schooling to grade 10. These students were unable to continue their studies due to the absence of a secondary institution in the community and were also unable to access skills training programmes. This is a common challenge for girls in rural communities or communities in suburban areas. A key element of this phase, therefore, involved establishing a non-formal secondary school and skills training institution in a pilot community to facilitate the continuation of children's education.

In recalling the fundamental objectives of the Football for Hope movement on the dual importance of education and football in terms of children's development and sustaining project outcomes, a key element of the third phase was the reinforcement of educational support through the provision of organized and recreational football activities for children. Initially, the pilot phase of the project focused on those children in the community-based non-formal education centres. However, over time and through further replication of this approach, the football activities reached out to a wider range of vulnerable children and young people in the communities affected and therefore played a much greater role in prevention and reducing the incidence of child labour.

This was particularly important in the field of child labour elimination in the long term as the expression "prevention is better than cure" applies more effectively in the area of child labour and reducing children's vulnerability than almost anywhere else in development. It is vital that child labour programmes reach at-risk children, families and communities and instil an understanding of and commitment to education and child protection to help avoid children working at a premature age in any

way at all. It is an effective intervention in terms of human and financial resources and in ensuring that future generations of children are equally protected.

The power of football

The multiplier effect set in motion by the third phase of the IPEC/FIFA project in Sialkot knows no bounds. The publication of this resource kit underpins this potential and will serve to reinforce the principles of the Football for Hope movement and IPEC's objective of the elimination of child labour across the globe. This particular module has set in context the reason why this resource kit has come into being and its significance within the global framework and approach towards sport for peace and development. Context is crucial as it provides meaning and substance. This resource kit is part of a deliberate and comprehensive programme approach by IPEC in collaboration with FIFA.

We hope that the context will serve to motivate others around the world engaged in the vital work to protect children and provide them with the wherewithal, skills and confidence to enjoy a safe, healthy and loving childhood and avail of life's opportunities and their fundamental rights. We hope it will motivate you to pick up the ideas and activities suggested in this kit and to make effective use of this popular sport and pass on its healing and uniting power to children who have suffered through the exploitation of their labour or who run the risk of such exploitation through their vulnerability.

IPEC Football Resource Kit

As has been amply demonstrated in the foregoing sections, sport in general and football in particular can contribute to global economic and social development, improving health and personal growth in people of all ages, particularly those of children and young people. Sport-related activities can also generate employment and economic activity at many levels. It can help build a culture of peace and tolerance by bringing people together on common ground, crossing national, cultural and other boundaries to promote tolerance, understanding and mutual respect. For many years, the UN and its related specialized agencies, including the ILO, have acknowledged the importance of sport in society. Organizations at all levels have enlisted star athletes, sports professionals and major sporting events in campaigns with various aims, including immunization against childhood diseases and other public health measures, supporting the fight against racism, and promoting human rights and children's rights.

As a major step towards achieving this objective and introducing sport and recreation more broadly into IPEC field operations worldwide, FIFA provided funding and technical support to produce this football resource kit which aims to assist partners, stakeholders and a wide range of organizations and individuals in using football as a tool for rehabilitation, education and social mobilization in child labour elimination and prevention programmes.

[21] The end of child labour: Within reach, June 2006, ILO, Geneva, Switzerland.

[22] "Hazardous work" by children is any activity or occupation that, by its nature or type, has or leads to adverse effects on the child's safety, health (physical or mental) and moral development.

A programme built on partnership

Fundamentally, the resource kit promotes a strategy through which local partners, including NGOs, community-based groups, local governments, employers' and workers' organizations, schools, football clubs and football associations, IPEC offices and other international agencies and organizations are encouraged and inspired to introduce football as an active and participatory intervention to help children emerging from the trauma of child labour, support their rehabilitation and education, and reach out to at-risk children, families and communities and disseminate a message of prevention. It aims to do this by reinforcing the power of local, regional, national and international partnerships and encouraging the development of alliances and sharing ideas, resources, knowledge, energy and commitment. Capacity-building plays a key role in this approach, developing the abilities of individuals and organizations to continue to deliver much-needed support to maintain football programmes in the longer term and thus ensuring their sustainability.

The resource kit guides the user through a strategy designed to support the development or improvement of activities using football to reach out to affected children. For example, identifying which local or national organizations might be useful to support a project; encouraging volunteerism within communities to support the implementation of football activities; developing mini-leagues for children in affected communities and linking league activities to community development projects; and using football to raise awareness of child labour. Football inspires creativity and imagination, and it is inevitable that new ideas will emerge through the use of this resource kit and this is a key objective of the overall programme. What is important is that these ideas are collected and shared as time goes by so that we can continue to identify and disseminate effective practices among the growing number of IPEC partners and that football can become a source of hope for child labourers and children at risk.

This resource kit has been designed to bring football, sport, recreation, joy, fun, friendship, learning, health and healing into the lives of the millions of children who continue to suffer from the exploitation of their labour worldwide. It also aims to bring children, young people and communities together through football's power of solidarity – the less fortunate with the more fortunate – to learn from each other, to help one another and to be united in a common cause: the elimination and prevention of child labour while promoting physical, mental and emotional growth and development and protecting children's rights.

[23] ILO Convention No. 138 concerning Minimum Age for Admission to Employment states that "light work": (a) will not be harmful to [children's] health or development; and (b) will not prevent them going to school or attending skills training programmes.

Annex 1: The global picture of child labour

Revised estimates

Far too many children in the world remain trapped in child labour, compromising their individual and our collective futures. The new estimates presented in this Report indicate that 168 million children worldwide are child labourers, accounting for almost 11 per cent of the child population as a whole. Children in hazardous work that directly endangers their health, safety and moral development make up almost half of all child labourers, numbering 85 million in absolute terms. The risk of child labour is highest for children in sub-Saharan Africa, where one child in every five is in child labour. Taken together, the results presented in this Report make it clear that a world without child labour is still too far in the future.

But the latest global estimate results also indicate clearly that we are moving in the right direction in this regard. As a result of ILO statistical efforts, in this fourth round of the global estimates we are able to put together a dynamic picture of the global child labour situation for the 12-year period beginning in 2000. This dynamic picture is one of significant progress. There were almost 78 million fewer child labourers at the end of this period than at the beginning, a reduction of almost one-third. The fall in girls in child labour was particularly pronounced – in the period 2000-2012 there was a reduction of 40 per cent in the number of girls child labourers as compared to 25 per cent for boys.

Reducing children's involvement in the worst forms of child labour is the most urgent child labour-related challenges facing the global community and the significant progress in this regard is therefore especially noteworthy. The total number of children aged 5-17 years in hazardous work, which comprises by far the largest share of those in the worst forms of child labour, declined by over half during this 12-year period, from 171 to 85 million.

The largest absolute number of child labourers is found in the Asia and the Pacific region but Sub-Saharan Africa continues to be the region with the highest incidence of child labour, even though there has been a decline there. For the overall 5-17 years age group, child labourers number almost 77.7 million in Asia and the Pacific. For the same age group, there are 59.0 million child labourers in Sub-Saharan Africa, 12.5 million in Latin America and the Caribbean (LAC) and 9.2 million in the Middle East and North Africa (MENA). Seen in relative terms, however, the biggest concern remains the Sub-Saharan Africa region. There, more than one in five children (21 per cent) in the 5-17 years age group are in child labour. This compares with 9 per cent in Asia and the Pacific and LAC and 8 per cent in MENA.

The Asia and the Pacific region registered by far the largest absolute decline in child labourers among5-17 year-olds from 114 million to 78 mllion. The number o fchild labourers in the sage age grouop also decreased in sub-Saharan Africa, by 6 million and modestly in LAC, by 1.6 million for the 2008 – 2012 period.

Definitions and conventions

"Economic activity" is a broad concept that encompasses most productive activities undertaken by children, whether for the market or not, paid or unpaid, for a few hours or full time, on a casual or regular basis, legal or illegal. It excludes chores undertaken in the child's own household and schooling. To be counted as economically active, a child must have worked for at least one hour on any day during a seven-day reference period. "Economically active children" is a statistical rather than a legal notion. It includes both work that is permissible under the ILO Child Labour Conventions and that which is not.

"Child labour", however, is a narrower concept and excludes the activities of children aged 12 and older who are working only a few hours a week in permitted "light work"[23] and those of children aged 15 and above whose work is not classified as "hazardous". ILO action targets the elimination of child labour as defined under ILO Convention No. 138 concerning the Minimum Age of Admission to Employment (1973) and ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (1999). Article 3 of Convention 182 defines "worst forms of child labour" as follows:

a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;

b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;

c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Annex 2: Causes and consequences of child labour

Why do children work?

Across the globe, children are forced, either by circumstances or coercion, to undertake work which damages them psychologically and physically and deprives them of their childhood. This is known as child labour. It is work carried out to the detriment and endangerment of the child, in violation of international law and national legislation. It includes work and activities that are mentally, physically and socially dangerous or morally harmful to children. It is work that either deprives them of schooling or requires them to assume the multiple burden of schooling and work.

Child labour can involve work that enslaves children, separates them from their families and condemns them and their families to a downward spiral of poverty and deprivation. It undermines sustainable development and deprives countries of one of their richest resources: human capital. It can be simply defined, therefore, as work which, by its nature or the conditions under which it is carried out, harms, abuses and exploits the child, or deprives her or him of an education.

Millions of children, therefore, are doing work that is hazardous, abusive and exploitative. Child labour exists in many forms and the rapid growth of the informal sector in different countries has resulted in new areas of work in which children can be found. It is important to understand the context in which this tragic tale unfolds for so many children, including why they are in these situations at all.

Poverty

Children work for many reasons, although poverty emerges as the most compelling reason. The World Bank has described child labour as one of the most devastating consequences of persistent poverty. Many governments, when facing economic crisis, do not give priority to areas that would help to alleviate the hardships endured by the poor, such as health care, education, housing, sanitation, income-generating schemes, skills training and social protection. Life consequently becomes a day-to-day struggle for survival for the poor, and children are forced to take on greater family responsibilities, including working full time to earn money for the family.

Children commonly contribute around 20 to 25 per cent (one quarter) of family income in poor households. Since the bulk of their income is spent on food, it is clear that the income provided by working children is critical to their survival. It cannot be said, however, that poverty necessarily *causes* child labour. The picture varies. In many poor households, at least some of the children are singled out to attend school. Similarly, there are regions in poor countries where child labour is extensively practised, while in other equally poor regions it is not. Kerala state in India, for example, though poor, has virtually abolished child labour. Countries may be equally poor and yet have relatively high or low levels of child labour.

Poor access to and low quality of education

Another key reason for children working is the issue of poor access to education and the wide variation in its quality. Basic education in many countries is not always "free" and is not always available to all children. Hidden costs of education, including uniforms, materials, transport, food and so on, are often impossible for poor families to meet and mean that they either do not send their children to school or only send a few of their children, with girls usually missing out. Where schools are available, the quality of education, in terms of teaching, facilities or materials, can be poor and the content not relevant to the everyday realities of the lives of poor children and their families. In situations where education is not affordable or parents see no value in education, children might be sent to work, rather than to school. This particularly affects children in poverty and those belonging to culturally and socially disadvantaged and excluded groups. As a result, they easily fall into situations of child labour.

Traditional, social and cultural factors

Another potential factor is the belief in many societies that children should share family responsibilities by participating in the work of the parents, earning outside of the family or helping with the running of the home. The last is especially true for girls, who are expected to look after their siblings and take care of household duties, to the extent that it becomes their main and only activity in life, which differentiates it from just helping with household chores. These cultural beliefs mean that the burden of responsibility is taken on by children at an early age, unquestioned, from generation to generation.

In addition, in some areas it is traditional for the children to follow in their parents' footsteps. If the family has a tradition of engaging in a hazardous occupation such as leather tanning or brick or glass making, it is likely that the children will be caught up in the same process. In industries where payment is on a piece-rate basis, children are frequently summoned to "help" other members of the family, a common practice in construction and home-based work.

Specific vulnerability

Child labour in hazardous conditions is most prevalent among the most vulnerable families in society – families whose low income allows them little margin to cope with the injury or illness of an adult or the disruption resulting from abandonment or divorce. Such families may often be in debt, or under the threat of it – factors which are often at the root of hazardous and bonded child labour, children

being in effect sold to pay off the family debt. This situation is common in countries and regions where HIV/AIDS is prevalent and where older members of the family fall sick and often die. Children stay at home to look after the sick family member, whether it is the mother or father. Following the death of one or both parents, HIV/AIDS orphans can often be left to fend for themselves, with older children working to ensure the survival of themselves and their siblings.

Demand for child labour

Employers may prefer to hire children because they are "cheaper" than their adult counterparts and also form a largely docile work-force that will not seek to organize itself for protection and support. Part of the solution, therefore, is to target those who profit from the economic exploitation of children, bring a halt to such exploitation and oblige them to contribute towards the rehabilitation and support of affected children and their families.

Research on the causes of child labour tends to concentrate on the supply factors, chiefly because of the common view that poverty is the driving force. But the demand for child labour also needs to be taken into account. Why do employers hire children? The most common explanations are the lower cost and the irreplaceable skills afforded by children, the "nimble fingers" argument. In fact, both these claims are often unsupportable, as has been proved by the ILO research.

ILO field research has concluded that the "nimble fingers" argument is entirely fallacious in several hazardous industries, including carpet making, glass manufacturing, the mining of slate, limestone and mosaic chips, lock making and gem polishing. In all these industries, most of the activities performed by children are also performed by adults working alongside them. In fact, children are more often than not consigned to unskilled work. Even in the hand-knotting of carpets, which calls for considerable dexterity, a study of over 2,000 weavers found that children were no more skilled than adults. Indeed, some of the finest carpets are woven by adults. If a child's "nimble fingers" are not essential in such demanding work, it is difficult to imagine in which trades the claim might be valid.

The "economic irreplaceability" argument also collapses under close scrutiny. It is true that in most cases children are paid less than adults, but these savings are not as obvious or compelling as is claimed. The ILO has found that, as a portion of the final price of carpets or bangles to the customer, any labour-cost savings realized through the employment of children are surprisingly small – less than 5 per cent for bangles and between 5 and 10 per cent for carpets. At this level, sellers and buyers could between them easily absorb the added cost of hiring adults only. Given this situation, why do these industries hire children? The answer lies in where the gains occur. For example, in the carpet industry, it is the loom owners who supervise the weaving who benefit directly, for they are usually poor, small contractors who can double their meagre income by using child labour. This could potentially be overcome by putting a small levy on the consumer price and targeting payments to the contractors.

The implications are that children are not economically necessary for the carpet industry to survive in an extremely competitive market. The study raises serious doubts that any industry at all need depend on child labour in order to compete. It remains true, nevertheless, that in a free global market abolishing child labour in one country could have the effect of simply transferring business to others that still employ it. Therefore, international action to discourage the use of child labour needs to encompass all the major producers.

In the light of the above findings, a major reason for hiring children seems to be non-economic. Basically, children are easier to manage because they are less aware of their rights, less troublesome, more compliant, more trustworthy and less likely to absent themselves from work.

Impact of work on children

Childhood provides us with important opportunities to learn from the world around us. We develop skills that enable us to become social beings and participate fully in family and community life. This early period of life is critical in determining our future existence. Child labourers miss out on much of this precious time. Their work gets in the way of childhood activities and becomes an obstacle to their physical, emotional and social development.

Because children differ from adults in their physiological and psychological make-up, they are more susceptible to and more adversely affected by specific work hazards than adults. Because they are not yet matured mentally, they are less aware of the potential risks involved in the work place.

Physical development

Child labourers are far more vulnerable than adults because their bodies are still growing and are not yet fully formed. They experience poor physical health because the work that they do exposes them to the risk of injury and illness. These effects can be both immediate, like a burn or a cut, or can have consequences that last a lifetime, like suffering from a respiratory disease or contracting the HIV virus leading to full-blown AIDS.

The effects of hazardous working conditions on children's health and development can be devastating. The impact of physically strenuous work, such as carrying heavy loads or being forced to adopt unnatural positions at work, can permanently distort or disable growing bodies. There is evidence

Summary of causes of child labour

Child labour can stem from one or more causes in any given country, such as:

- extreme poverty and the need for all family members to contribute economically to their survival;
- very limited access to education institutions or programmes, for example, lack of school facilities in rural sub-Saharan Africa;
- cultural and/or traditional practices in certain geographical locations or among certain peoples, for example, migrant workers, indigenous populations and lower castes;
- employment practices where small businesses may prefer to employ children as they can pay them less than adults and because children are young, defenceless and docile and may be bullied into doing work they should not do or work long hours;
- vulnerable children being coerced into illegal activities, such as drug smuggling;
- poorly funded, trained and equipped education systems and teaching staff;
- discriminatory practices in society and in education, for example against girls or certain population groups, such as indigenous peoples;
- lack of acknowledgement of the problem of child labour by some governments, other socio-economic and political actors and even the public at large, and a failure to deal with the issue as a priority;
- lack of social protection programmes, such as social welfare, through which poor and vulnerable families could access government and local authority support, particularly in times of difficulty;
- the death of parents or guardians from HIV/AIDS, creating a new generation of child-headed households;
- armed conflict and children being forced to take up arms or give support in other forms of labour;
- trafficking or criminal practices, such as commercial sexual exploitation;
- absence of strong trade union presence in informal economic sectors where child labour is prevalent, reinforcing the employment of children to the detriment of adult employment and a continued erosion of working conditions and respect for fundamental rights;
- or any combination of the above or other phenomena that either encourage or oblige children to leave their childhood, education and family behind and enter the labour market.

that children suffer more readily from chemical hazards than do adults, and that they have much less resistance to disease. The hazards and risks to health might also be compounded by poor access to health facilities and education, poor housing and sanitation, and a generally inadequate diet.

Emotional development

Children are much more vulnerable than adults to physical, sexual and emotional abuse and suffer more devastating psychological damage from living and working in an environment in which they are denigrated, humiliated or oppressed. They frequently work in environments that are exploitative, dangerous, degrading and isolating. They often suffer ill-treatment, abuse and neglect at the hands of their employers. Children may, as a consequence, find it very difficult to form attachments and feelings for others. They have problems interacting and cooperating with others and attaining a real sense of identity and belonging. They often lack confidence and experience feelings of low self-esteem.

These vulnerabilities are particularly true in the case of the very young and girls. In addition, girls are more likely to:

- begin working at an earlier age than boys;
- be paid less than boys for the same work;
- be concentrated in sectors and areas that are characterized by low pay and long hours;
- be working in industries which are hidden and unregulated, for example, child domestic labour, making them more vulnerable to exploitation and abuse;
- be concentrated in industries which pose excessive dangers to their health, safety and welfare;
- be either excluded from education or suffer the triple burden of housework, school work and economic work.

Social development

Children who work do not have the opportunity to participate in activities that are a crucial part of growing up, such as playing, going to school and socializing with their peers. They do not obtain the basic level of education that is needed to cope in life.

Nor do they get the opportunity to interact with others and actively participate in and enjoy life. These activities are abandoned in favour of work, and children are consequently pushed into adulthood before they are ready, doing work that requires an adult level of maturity.

Child labour is an obstacle to children's development and future prospects. All children, regardless of race or social and economic status, are entitled to enjoy their childhood years and to grow up fully and naturally. All have the right to love, education and protection. Knowing and understanding these rights is the first step in preventing child labour and providing children with education so that their future can be a better one.

Child labour is about the exploitation of the most vulnerable in society – children. For many, child labour is an invisible phenomenon, invisible because many children work in hidden occupations but also because society is only too willing to turn a blind eye. Making child labour visible will help strip society of its indifference to their plight.

Annex 3: The nature of hazardous and exploitative work

The dangers that children face vary with the kind of work they do. Some dangers are immediate, others have long-term consequences. Below are some examples of the threats child labourers face.

Characteristics	Consequences for children
Dangerous work	Work in hazardous conditions that can cause serious injuries, disease and even death.
Working too young	Work that prevents children from going to school and deprives them of the chance to enjoy their childhood. Young children lack physical, mental and psychological maturity necessary for work.
Long hours	Work that can last from 12 to 16 hours a day, sometimes for seven days a week. Children frequently suffer from physical and mental exhaustion.
Bondage and slavery	Work whereby children and their families attempt to pay off a debt or loan. Some children are born into an enslaved family; others may be kidnapped or sold to employers.
Strenuous work	Physically demanding work. Heavy work can affect normal growth and can cause emotional distress.
Sexual exploitation	Exploitation of children for sexual purposes, prostitution and sexual abuse. Girls, but boys too, who are subjected to any kind of sexual exploitation are vulnerable to sexually transmitted diseases, AIDS and psychological trauma.
Violence and abuse	Beatings, physical punishment and verbal abuse. Employers may take advantage of children's docile nature and vulnerability with devastating effects on their physical and mental well-being.
Heavy responsibilities	Work requiring a level of responsibility for which the child is too young and ill-prepared.

Examples of hazardous occupations

Occupation /industry	Main tasks	Hazards	Possible consequences
Mining	Underground digging; carrying heavy loads	Exposure to harmful dusts, gas, fumes, extreme humidity and temperature levels; awkward working positions (bending, kneeling, lying); cave-ins	Respiratory diseases that can develop into silicosis, pulmonary fibrosis, asbestosis, emphysema; musculo-skeletal disorders; fractures and death from falls/cave-ins
Brick-making	Processing of clay (extraction, crushing, grinding, screening and mixing)	Exposure to silicate, lead and carbon monoxide; excessive carrying of weights; burns from ovens; accident-provoking equipment	Musculo-skeletal deformation; injury
Agriculture	Working with machinery, agrochemicals, animals; picking crops and loading	Unsafe machinery; hazardous substances (insecticides, herbicides); heavy lifting; reptile, animal or insect bites and stings; extreme temperatures	Chemical poisoning (chronic and acute); cuts and other bodily injuries; diseases
Carpet weaving	Weaving hand- knotted carpets on a loom	Inhalation of wool dust contaminated with fungal spores; poor (squatting) work posture; poor lighting; poor ventilation; hazardous chemicals	Respiratory diseases; musculo-skeletal diseases; eye strain and defective vision at premature age;chemical poisoning; aggravation of non-occupational diseases
Construction work	Digging earth; carrying loads; breaking stones or rocks; shovelling sand and cement; metal work	Being struck by falling objects; stepping on sharp objects; falling from heights; exposure to dust, heat and noise; heavy lifting	Health impairments from noise, vibration and exposure to harmful substances; incapacitation through accidents and injury such as falls
Tannery	Tanning and preserving hides and skins	Exposure to corrosive chemicals and bacterial contamination of the hides	Anthracosis, dermatitis and fungal infection
Deep-sea fishing	Diving to depths of up to 60 metres to attach nets to coral reefs	Exposure to high atmospheric pressure; attacks by carnivorous and poisonous fish; congested and unsanitary conditions	Decompression illness (rupture of ear drums); death or injury; gastro-intestinal and other communicable diseases
Glass factory	Drawing molten glass, carrying molten loams	Radiant heat and thermal stress; noxious fumes; silica dust; stepping on or handling hot broken glass	Accidental trauma; eye injuries; heat stress; respiratory diseases; serious burns and cuts
Matches and fireworks	Mixing hot (steaming) chemicals, making matchsticks and stuffing cracker powder into fireworks	Exposure to hazardous chemicals; fire and explosions	Synergistic effects of chemical intoxications; respiratory diseases;burns; injuries and death from explosions
Scavenging	Demeaning, unsanitary work; reclaiming usable material from garbage heaps including dangerous waste from hospitals and chemical plants, often with bare hands	Cuts from glass/metal; exposure to hazardous substances; inhaling stench from putrefied matter; infestation by flies; temptation to eat leftover food	Cuts resulting in death from tetanus; chemical poisoning and risk of contracting or carrying infectious diseases; food poisoning; burns (from build-up of methane gas and explosions)
Slate making	Carrying heavy loads; making pencils and slates	Effects of carrying heavy loads; exposure to siliceous dust	Musculo-skeletal diseases; lung diseases and premature incapacitation

Annex 4: The Magglingen Declaration 2003

This declaration represents our commitment to sport and development. While accepting the diversity of sports, we believe it is a human right and an ideal learning ground for life's essential skills. We acknowledge the possibilities and values sport offers, and declare that:

- Sport and physical activity improves people's physical and mental health at a low cost, and are essential for development.
- Making physical education and sports a part of the schooling system helps young people perform better, and improves their quality of life.
- Play and recreation can help to heal emotional scars, and overcome traumas for people in situations of conflict, crisis or social tension.
- Local sports is the ideal place for bringing people from all walks of life together, and helps to build societies.
- Sport can help to overcome barriers of race, religion, gender, disability and social background.
- Sport is effective when practised free of drugs or doping, in a fair way, with respect and including everyone.
- By committing to ethical practices, the sports goods industry adds value to its products and helps to build society in a positive way.
- Partnership between the sports world, media and development workers will boost understanding of the contribution sport can make to sustainable development.

All this can be achieved by making sport an important part of national and international development work. Therefore, we call upon governments, United Nations agencies, sports federations, NGOs, the sports goods industry, media, businesses and all people to contribute to sport for development.

Magglingen is a first step in our commitment to create a better world through sport.

Magglingen, Switzerland
18th February 2003

Annex 5: Common Principles on Partnership for Sport and Development

The NextStep Conference, the Netherlands, 13–14 November 2003

All participants of the NextStep Conference seem to agree on a common vision on partnership that is meaningful and practically relevant, both in principle and operationally – a common vision with the overriding goal of long-term sustainability that is locally rooted.

The initiative for this common vision was taken some time back by the Australian Sports Commission, the Commonwealth Games Association of Canada, and UK Sport. These organizations, along with the Ministry of Health, Welfare and Sport of the Netherlands, the National Commission for International Cooperation and Sustainable Development (NCDO) of the Netherlands, and the Netherlands Olympic Committee/Netherlands Sports Confederation (NOC*NSF), contributed to a summary of this common vision on partnership in the world of sport and development. This common vision was confirmed by the outcomes of the workshops of the NextStep Conference and is reflected in a set of ideals and standards entitled "Common Principles on Partnership for Sport and Development":

1. Shared values and a common willingness to work towards building reasonable consensus, matched by thoughtful recognition of diversities.
2. Openness and mutual trust based on a thoroughly communicated understanding of the needs and priorities of all partners, as well as ongoing and mutual sensitivity to each other's norms, values and attitudes.
3. Inclusiveness and interaction where all partners have equal status and engage each other on equal terms, promoting equitable participation in leadership, management, strategic planning, decision-making, monitoring and evaluation, cost-sharing and resource allocation.
4. Clearly defined roles and responsibilities of the various partners, both donor and implementing actors, which are well communicated and consistently upheld, and where the contributions of all parties are recognized on agreed, appropriate terms.
5. Recognition that equitable partnership will not always translate to mean that in all circumstances, all partners will have an "equal" role or responsibility. There may be an equal capacity of all partners to contribute and participate, observing that where contributions and participation may be in different areas or phases of the development project cycle, it should be a difference only of degree and not kind.
6. Transparency both in action and communication.
7. Enhanced accountabilities, fiscally and otherwise, that aim to locate and insist on shared responsibility for decision-making, outcomes, successes and failures backed by the naming of specific and direct accountabilities for all partners, emphasizing reciprocity in obligations and a team approach to ensuring good governance.
8. All new initiatives in development through sport should complement and not duplicate existing activities and projects undertaken by the region and/or nation from within its own resources and/or with the support of other contributing actors and, similarly, should seek to complement other projects and broader development goals.
9. Exchange and establishment of best practices for operationalizing successful strategies for partnerships, fostering linkages among an increasing diversity of actors, North-South, South-South, locally, regionally, nationally and internationally.

Annex 6: The Magglingen Call to Action 2005

Ten Steps to Action

We, the participants at the 2nd Magglingen Conference on Sport and Development, the culminating global event of the International Year of Sport and Physical Education (IYSPE 2005), pledge our long-term commitment and determination to making sport in its broadest sense an essential component of the world's efforts to achieve the internationally agreed development goals, including the Millennium Development Goals. We reaffirm the Magglingen Declaration – adopted at the 1st Magglingen Conference held from 16–18 February 2003 – and recall all relevant initiatives, conference outcomes, projects and events being implemented so far, especially during the IYSPE 2005. We resolve to use sport, with due attention to cultural and traditional dimensions, to promote education, health, development and peace. In doing so, we respect the principles of human rights – especially youth and child rights – human diversity, gender equity, social inclusion and environmental sustainability.

Therefore, we commit ourselves and call upon the different stakeholders to contribute to sport and development by taking the following action:

1. *Sports organizations:* integrate and implement sustainable development principles into their policies, programmes and projects.
2. *Athletes:* act as role models and actively use their influence and experience to advocate for development and peace.
3. *Multilateral organizations and the UN system:* take a lead role in policy dialogue on strategic and global levels; raise the awareness of international actors and other partners; strengthen networks and enhance coordination; and carry out and evaluate projects and programmes.
4. *Bilateral development agencies:* integrate sport in development cooperation policies and programmes; and, implement and evaluate projects and programmes.
5. *Governments across all sectors:* promote the ideal of sport for all; develop inclusive and coherent sports policies; involve all stakeholders in their coordination and implementation; strengthen and invest in sport and physical education in schools and educational systems; and, integrate sport, physical activity and play in public health and other relevant policies.
6. *Armed forces:* use sport for promoting friendship and for building peace and security.
7. *NGOs:* realize projects that demonstrate the potential of sport for development and peace; transfer experience and knowledge; and engage other members of civil society.
8. *Private sector/sports industry:* take an active role in addressing social and environmental impacts in business operations and across supply chains; and support and invest in sports-based development activities.
9. *Research institutions:* develop collaborative research agendas including the documentation, analysis and validation of experiences and the development of monitoring and evaluation methods and instruments.
10. *Media:* adopt editorial strategies that ensure the coverage of social and political aspects of sport; train journalists; and raise awareness of the possibilities of sport for development and peace.

All stakeholders engage in a dialogue on visions, goals and frames of action, and participate and invest in the consolidation and expansion of global partnerships for sport and development.

Magglingen, Switzerland
6 December 2005

Annex 7: Development through sport: Challenges of the next stages

To build a worldwide partnership for sport and development the 2nd Magglingen Conference identified ten important challenges. Mr Walter Fust, Director-General of the Swiss Agency for Development Cooperation (SDC), suggested different lines of action to meet each of them:

Challenges	Lines of Action
1. Foster political will	*Intensify dialogue and exchange with heads of state and government, create support groups in national parliaments.*
2. Recognize sport as a national priority	*Engage decision makers and opinion leaders from the public and private sectors.*
3. Enhance creativity	*Create opportunities and partnerships for sport for development and peace.*
4. Imagine and think the impossible	*Make young people's dreams come true through access to sport and physical education.*
5. Dare to be innovative	*Discover the unknown and don't be discouraged by setbacks*
6. Get engaged and stay committed	*Engage yourself, your friends and others, and convince your community and your organization to get committed.*
7. Make partnerships work	*Be a team player and contribute actively and constructively – "as a team we can win".*
8. Walk the talk and implement	*Turn your visions into reality.*
9. Involve the media	*Communicate actively and attract media attention.*
10. Raise financial support	*Mobilize resources by showing the dividends of sport for development and peace.*

Annex 8: The Atlanta Agreement 1997

Partners' agreement to eliminate child labour in the football industry in Pakistan

WHEREAS, the communities surrounding Sialkot, Pakistan are the centre of the global market for soccer ball, producing over half of the world's hand-stitched balls each year for export to customers around the world;

WHEREAS, the International Labour Organization's (ILO) Minimum Age Convention (No. 138), 1973, provides that no-one under the age of 15 years shall be shifted to employment or work in any occupation, but permits a ratifying Member whose economy and educational facilities are insufficiently developed, after consultation with employers and workers concerned, to initially specify a minimum age of 14 years;

WHEREAS, Pakistan has ratified the ILO Minimum Age (Industry) (Revised) Convention, 1937 (No. 59);

WHEREAS, for purposes of this Agreement, "child labour" shall be deemed to be present in Pakistan whenever children under age 14 are working in conditions that interfere with schooling, or that are hazardous or otherwise injurious to their physical, mental, social or moral well-being;

WHEREAS, the ILO set up the International Programme on the Elimination of Child Labour (IPEC) to assist all elements of society, including government, industry and labour to work together to develop programmes and strategies to end child labour and to that end a Memorandum of Understanding between the Government of Pakistan and the International Labour Office was signed on 21st June 1994 and extended on 21st August 1996;

WHEREAS, the United National Children's Fund (UNICEF) has been operating in Pakistan pursuant to the current Basic Cooperation Agreement between the Government and UNICEF, entered into force on 24th November 1995 and the Master Plan of Operations 1996-98, in order to secure and promote the rights of children as identified and articulated in the Convention on the Rights of the Child, ratified by the Government of Pakistan in November 1990;

WHEREAS, the Sialkot Chamber of Commerce and Industry (SCCI), the All Pakistan Sporting Goods Association and other interested business organizations located in the Sialkot District, Punjab Province, have created a Steering Committee on Child Labour (SCCL) to coordinate the efforts of the business community in Sialkot to contribute to end child labour in Pakistan by supporting the efforts of its members and their customers to eliminate child labour from the manufacture or assembly of soccer balls and other products for which Sialkot is internationally known;

NOW THEREFORE, this agreement is entered into as of 14th February 1997 by and among the ILO represented by IPEC, UNICEF and SCCI (collectively the "Partners") for the creation of a Project to Eliminate Child Labour in the Soccer Ball Industry in Pakistan (the "Project"):

I. Goals of the Project

A. Elimination of child labour in soccer ball production

The primary goal of the Project is: (i) to assist manufacturers seeking to prevent child labour in the manufacture or assembly of soccer balls in Sialkot district and its environs; (ii) to identify and remove children from conditions of child labour in the manufacture or assembly of soccer balls and provide them with educational and other opportunities; and, (iii) to facilitate changes in community and family attitudes to child labour, including in the soccer industry. The Partners acknowledge

that the success of the Project depends on integrating the implementation of these elements and receiving the support of other institutions operating in the region, particularly the Government of Pakistan. The target timetable for realizing this goal has been set by the Partners at 18 months.

B. Elimination of child labour in other local industries

The Partners recognize that efforts to eliminate child labour in the soccer ball industry in Pakistan can best succeed if they are complemented by similar efforts in other local industries and by the creation of meaningful new opportunities for children in this district. It is the hope of the Partners that the development of the Project shall encourage other sectors of the business community in Sialkot, the Government of Pakistan and other important institutions in Pakistan to explore how they might do more to contribute to the end of child labour.

II. Elements of the Project

The project shall consist of two basic program elements (collectively the "Programs"):

PREVENTION AND MONITORING PROGRAM

Manufacturers engaged in the production and assembly of soccer balls shall be invited to join a voluntary program of prevention and monitoring (the "Prevention and Monitoring Program").

1. Registration of contractors, stitchers and stitching facilities

By joining the program, participating manufacturers shall publicly commit to a series of actions designed to prevent the practice of stitching by children under 14 years within 18 months by requiring the formal registration of: (i) all contractors responsible for overseeing stitching on behalf of the manufacturers; (ii) all stitching locations, such that they are clearly identifiable and open to unannounced inspection; and, (iii) all stitchers, including documentation verifying that they are over 14 years.

2. Establishment of internal monitoring systems

Each participating manufacturer agrees to establish an internal monitoring department to verify that it is in compliance with the program and to designate a senior manager with responsibility for this function. Each participating manufacturer agrees that its monitoring department shall provide training to employees to enable them to monitor the age of stitchers and to prepare periodic reports on its monitoring efforts.

3. Agreement to independent monitoring

Participating manufacturers also agree to have their compliance with the Program verified by an independent third party (the "Independent Monitoring Body") who shall provide periodic reports to the Coordinating Committee and to the World Federation of Sporting Goods Industry (for dissemination to their customers and consumers in Europe, the Americas and Asia). These reports shall be made public.

4. Coordination with Social Protection Program

Participating manufacturers commit to work closely with the ILO and other organizations involved in the Project to integrate their efforts to remove children from conditions of child labour with the effort to provide such children with educational and other opportunities. These other efforts are described more fully in the description of the Social Protection Program in the following section.

SOCIAL PROTECTION PROGRAM

The Partners recognize that a comprehensive program must be developed (the "Social Protection Program") to ensure that the elimination of child labour does not create new and potentially more serious dangers to the affected children or their families. This program shall have the following elements:

1. Protection of children removed from child labour by providing educational and other opportunities

The Partners acknowledge that it is essential to identify children at risk of child labour in the manufacture or assembly of soccer balls and provide them with appropriate education and facilities. Some combination of the following initiatives shall be developed to address the needs of these children:

(i) *Rehabilitation* – A rehabilitation initiative shall target children under 14 removed from the soccer ball industry to support their placement into appropriate education programs.

(ii) *Education* – An educational initiative shall also seek to discourage children at risk of becoming engaged in Child Labour from abandoning the educational system by upgrading the relevance and value of educational opportunities currently available to them.

(iii) *In-kind assistance* – An assistance initiative shall seek to provide appropriate in-kind forms of support to facilitate the participation of children in educational programs.

The Partners agree that the development and implementation of these initiatives shall require the close cooperation of industry to ensure that children engaged in child labour are properly identified and that they promptly receive the education opportunities.

2. Changing community attitudes towards child labour in the soccer industry

The Partners also acknowledge that sustaining the elimination of child labour shall require more fundamental changes in community attitudes and family approaches towards work. They agree that some combination of the following initiatives shall be developed to facilitate this change:

(i) *Awareness-raising* – An awareness-raising initiative shall target communities in Sialkot which serve as important sources of child workers and educate local community leaders, including members of the business community, religious leaders, parents and children, on the importance of education for all children and the serious health and developmental consequences of sending children to work instead of school.

(ii) *Income generation* – An income generation initiative shall offer families the opportunity to replace the income lost when children have been removed from the soccer ball industry by means that do not require child labour. Such opportunities shall include, but not be limited to, replacing stitchers under age 14 with qualified members of their families who are older than 14 years.

III. Administration of the Project

A. Coordinating Committee

The Partners agree to establish a Coordinating Committee to administer implementation of the Project.

1. Membership of the Coordinating Committee

The Coordinating Committee shall consist of an authorized representative of each of the Partners as well as other members that the Committee may decide to invite. Each Partner shall designate one individual to serve as its representative on the Coordinating Committee. The Partners have invited Save the Children Fund-UK ("SCF"), an independent international non-governmental organization, to serve as a member of the Coordinating Committee, in recognition of SCF's significant experience working to advance the interests of children in Pakistan.

2. General responsibilities

General responsibilities of the Coordinating Committee shall include:

I. Facilitating communication among the Partners to ensure that all elements of the Project are proceeding in an orderly and efficient manner;

II. Promoting cooperation among the Partners in providing technical and other resources to assist in the development or implementation of the Project;

III. Identifying individuals and organizations qualified to implement the various elements of the Project and delegating responsibility for implementation to them:

(i) Assuring the proper integration of efforts to prevent child labour with efforts to provide meaningful educational opportunities to affected children and alternative income generation opportunities to their families;
(ii) Making public, on a regular basis, status reports on the Project and on its success;
(iii) Encouraging foreign companies, in particular members of the World Federation of the Sporting Goods Industry and the Soccer Industry Council of America, to support this Project; and
(iv) Encouraging manufacturers in other business sectors operating in Sialkot to join in efforts to eliminate child labour.

3. Approval of Social Protection Program Plan

The Coordinating Committee shall approve a plan that articulates the programmatic priorities for the Social Protection Program and proposes non-governmental organizations to implement them within a timeframe that is consistent with the Prevention and Monitoring Program. The Coordinating Committee shall be responsible for overseeing the implementation of the Social Protection Program plan, including approving the disbursement of funds.

4. Approval of terms of reference

The Coordinating Committee shall review and approve the terms of reference for the Prevention and Monitoring Program provided, however, that the members of the Coordinating Committee other than SCCI may delay the implementation of the Program if they agree that this is necessary to protect the best interests of the children who are the intended beneficiaries of the Social Protection Program. The rationale for any such determination shall be made public.

5. Approval of independent monitoring body

The Coordinating Committee shall select an internationally credible independent monitoring body to verify the compliance of participating manufacturers with the terms of reference of the Prevention and Monitoring Program. The Coordinating Committee shall be responsible for overseeing the performance of the independent monitoring body, facilitating the distribution of its public reports and approving the disbursement of Project funds for its work.

6. Management and decision-making

The chairpersonship of the Coordinating Committee shall rotate among the Partners every six months, with the ILO representative serving as the chair for the first six months and the order of subsequent chairs to be determined by lot. Except as otherwise provided for in Section III paragraph A-4 above, the Coordinating Committee shall decide all matters by consensus.

B. Specific responsibilities of the ILO

1. Determination of programs and implementing agents

In consultation with the Coordinating Committee, the ILO shall be responsible for proposing for approval by the Coordinating Committee a plan that articulates the programmatic priorities for the Social Protection Program and proposes non-governmental organizations to implement them within a timeframe that is consistent with the Prevention and Monitoring Program. This plan shall be presented for approval by the Coordinating Committee within two months following the execution of this agreement.

2. Enlisting the participation of the Government of Pakistan

The Partners acknowledge that the basic education of the children of Pakistan is ultimately the responsibility of the Government of Pakistan. Attempts to eliminate child labour shall only succeed in Sialkot if the Government makes a sustained commitment to increase the resources available to educate children. The ILO shall make every effort to secure additional resources from the Government of Pakistan to improve educational opportunities for all children in Sialkot and to assist in the implementation of the Social Protection Program.

3. Financial and technical support

The ILO agrees to make available over the next 24 months no less than US$500,000 in IPEC programmatic funds contributed by the Government of the United States of America to support the Social Protection Program element of the Project and to provide technical advice and support for the establishment and implementation of the Prevention and Monitoring Program. In addition, the ILO shall make available appropriate technical resources, staff assistance and expertise to support the Project and to facilitate the operations of the Coordinating Committee.

C. Specific responsibilities of SCCI

1. International support for the Project

SCCI agrees to work with the World Federation of the Sporting Goods Industry (WFSGI), whose members represent over 12,000 sporting goods manufacturers, distributors and retailers around the world, and the Soccer Industry of America (SICA), the trade association that represents the U.S. soccer industry, to determine how their members can demonstrate their support for the Project and encourage Pakistani manufacturers of soccer balls to participate.

2. Development of the terms of reference

SCCI agrees to work with the members of the Coordinating Committee to propose a definitive version of the terms of reference for the Prevention and Monitoring Program, which shall be made available to the public.

3. Selection of the independent monitoring body

SCCI agrees to work with the members of the Coordinating Committee to identify and propose an internationally credible independent monitoring body for approval by the Coordinating Committee.

4. Financial and technical support

SCCI has indicated that all costs associated with the development and implementation of the Prevention and Monitoring Program, including the costs associated with constructing new stitching facilities, establishing internal monitoring departments within participating manufacturers and complying with the terms of reference for the Program, shall be borne by the companies participating in the Program. In addition, SCCI has agreed that participating companies shall contribute funds to finance verification of their compliance by the independent monitoring body. This amount is expected to total no less than US$250,000 over the next 24 months.

5. Contribution of SICA

SCCI has informed the Partners that the Soccer Industry Council of America (SICA), the trade association that represents the U.S. soccer industry, has agreed to contribute US$100,000 over the next 24 months on behalf of SCCI to support elements of the Social Protection Program approved by the Coordinating Committee.

D. Specific responsibilities of UNICEF

1. Awareness campaign on child labour

In consultation with the Coordinating Committee, UNICEF will develop an awareness campaign to educate parents, employers, community members and children in Sialkot on ways to protect against the exploitative and hazardous conditions associated with child labour. At the national and provincial levels, UNICEF will advocate with parliamentarians

and policy-makers to revise laws, improve enforcement and monitor violation of rights of children at risk of child labour.

2. Determination of programs and implementing agents

In consultation with the Coordinating Committee, UNICEF shall present a plan in collaboration with the ILO for approval by the Coordinating Committee which articulates the programmatic priorities for the Social Protection Program and proposes non-governmental organizations to implement them within a timeframe that is consistent with the Prevention and Monitoring Program and other elements of the Project. This plan shall be presented for approval by the Coordinating Committee within two months following the execution of this agreement.

3. Enlisting participation of the Government of Pakistan

The Partners acknowledge that the basic education of children of Pakistan is ultimately the responsibility of the Government of Pakistan. Attempts to eliminate child labour shall best succeed in Sialkot if the Government makes a sustained commitment to increase the resources available to educate children. UNICEF will work with the ILO and other members of the Coordinating Committee to improve educational opportunities for all children in Sialkot and to assist in the implementation of the Social Protection Program.

4. Financial and technical support

UNICEF agrees to make available over the next 24 months no less than US$200,000 for the Project. UNICEF shall make available appropriate technical resources, staff assistance and expertise to support the Project and to facilitate the operations of the Coordinating Committee.

E. Other provisions

1. Respect for logos, trademarks, etc.

Nothing in this agreement shall be construed to permit any member of the Coordinating Committee to use or permit to use the logos, trademarks or service marks of any other Coordinating Committee member or of WFSGI, SICA or of any WFSGI or SICA member or affiliate, without obtaining the express consent of the organization owning the rights to the logo or mark. In addition, SCCI shall be responsible to ensure that the logos, trademarks or service marks of any of the members of the Coordinating Committee are not used by WFSGI, SICA or by any WFSGI or SICA member without the express consent of the organization owning the rights to the logo or the mark.

2. Resolution of disputes

The Partners shall make every effort to resolve amicably by direct informal negotiations any disagreement or dispute which may concern the commitments they make as part of this Agreement. Where any such agreement or dispute cannot be resolved by mutual agreement, it shall be settled by arbitration in accordance with UNCITRAL Arbitration Rules as at present in force. In no event, however, shall this mechanism be employed to resolve disagreements or disputes between members of the Coordinating Committee when making decisions about the design or implementation of the Project.

IN WITNESS WHEREOF, the Partners to this Agreement do here by signify their agreement as of 14th day of February 1997.

For and on behalf of the International Labour Organization (ILO)

By /s/ Kari Tapiola, Deputy Director General

For and on behalf of United Nations Children Fund (UNICEF)

By /s/ Stephen H. Umemoto, UNICEF Representative for Pakistan

For and on behalf of the Sialkot (Pakistan) Chamber of Commerce and Industry (SCCI)

By /s/ Khurshid Soofi, Chairman, Steering Committee on Child Labour