

# Training Report

## Field Test on Training Manual on Child Labour

August 9-11, 2022 | Cotabato City, BARMM



### Introduction

The three-day activity was designed to generate inputs and insights from the relevant members of the ILO organized project advisory and review committee (PARC) and members of civil society organizations with mandate on child protection and community development in general.

To further enhance the training manual and its presentation materials, ILO invited Department of Labor and Employment – Bureau of Special Workers Concern (DOLE- BWSC) and Department of Labor and Employment Regional Office 12 based in South Cotabato to present DOLE’s program on the prevention and elimination of child labour and the corresponding relevant laws and policies. Resource persons from Ministry of Social Services and Development (MSSD) were also engaged to share their program on trafficking with special focus on child labor and the recent law- [Republic Act 11862](#) and [Republic Act 11188](#) .

Around **34** (Female -17, Male 17) participants coming from BARMM ministries such as **Ministry of Labor and Employment (MOLE), Ministry of Basic, Higher and Technical Education (MBHTE), Ministry of Agriculture, Fisheries and Agrarian Reform (MAFAR), Ministry of Interior and Local Government (MILG), Bangsamoro Youth Commission (BYC) Bangsamoro Human Rights Commission (BHRC) and Development Academy of the Bangsamoro (DAB)**. Nongovernment organizations operating in the provinces of Maguindanao and Lanao del Sur such as **Mindanao Organization for Social and Economic Progress, Inc. (MOSEP), Maranao People Development Center ( MARADECA), Bangsamoro Development Agency (BDA), Mindanao People’s Caucus (MPC) and Plan International** also participated in the field test in the light of their of their exposure and work on child protection in the region. Representative from the office of **Bangsamoro Transition Authority Parliament Member Romeo Sema** also attended the training. His office is currently pushing for the passage of the Bangsamoro Labor and Employment Code being.

The good mix of participants from the government and non- government produces insights and learnings which could inform the finalization of the training manual that takes into consideration the region’s nuances e.g. culture and norms and religion. It was also an opportunity for the participants

to know more about the programs and services that is available that they can offer to both the child labourers and their families to progressively withdraw children engaged in hazardous work.

### **Proposed Strategies**

Participants through group work and sharing are able to identify innovative strategies as well as activities undertaken by both DOLE BSWC and DOLE 12 that can be replicated subject to the region's nuances.

- Conduct and provide **research survey** to supply relevant and updated data. The planned regional survey on CL can be one on top of the survey or profiling that can be done later with support from academe.
- Tap local community in the conduct of **data gathering and profiling**
- Promote **convergence** from the different ministries, agencies, and offices. The established project advisory and review committee can be utilized for this purpose.
- A **database** should be created to be cascaded to the ministries in BARMM. The current database of MOLE which is being supported by UNDP that can accommodate the storage needs of CL
- **Strengthen referral mechanisms and coordination** meeting quarterly. Explore revisiting the region's referral system to accommodate CL concerns
- **Integrate CL to their existing child protection program** and policy. Two NGOs already committed to integrate CL in their child protection program
- 

Lastly, the event also serves as venue for interaction and information sharing between DOLE and MOLE given that the latter is still in its nascent stage hence the need for more technical support from DOLE in shaping up their plans and programs on child labour.

In closing, Ms Morena Karon expressed her appreciation to ILO headed by Country Director Khalid Hassan and its Project Team and DOLE BSWC and DOLE 12. On behalf of MOLE Minister Muslimin Sema also thanked the Government of Japan for funding this event and for the active participation of BARMM ministries that participated in the training. Her prayer is that this will only a beginning to their unity and endeavor to uplift the lives and dignity of Bangsamoro people.

### **Day 1**

The program started with the playing of Philippine National Anthem and the Bangsamoro Anthem followed by a prayer.

ILO Japan Child Labour Project Manager, Ms Jen Aguinaldo formally opened the program by introducing the team. She then facilitated the first session by requesting participants to introduce themselves and asked them to pick an object which remind them of their childhood.

After a round of introduction, Ms Jen then thanked the participants as she briefly processed the sharing cum introduction. She then presented the training objectives which are to understand the difference between child work and child labour, introduce relevant international and national laws, discuss the challenges and strategies in addressing child labour and support the development of the child labour policy and action plan in BARMM towards implementation, monitoring and evaluation. After presenting the training objectives, she then briefly presented the sessions for the next three days.

## Expectation Check

Ms Jen requested the participants to write their expectations (Content, Delivery, Facilitators, Participants and Others) and publish it on the board. House rules were also deliberated. See **Annex 4**.

A pre-test was administered to the participants before Ms Jen took on the first session. The pre-test will assess their awareness and understanding on child labour.

## Session 1: Understanding Child Work and Child Labour

Ms Jen of ILO started the session by soliciting answer on the definition of the child. Ms Meriam of MSSD responded by citing the definition as provided by UNCRC.

She then presented the slides to include the following: global (UNCRC) and national (RA 7610) definition of the child, working definition of child work and child labour, ILO standards on child labor (C 182) and worst forms of child labour.

Dr Shamsuddin of DAB shared his idea on the definition of the child and the need to contextualize it in the region given its nuances. Ms Jen responded that there is a process leading towards the country's ratification to include consultation with different stakeholders.

To better understand the concept of child labour, she reiterated that child labour is further defined by the child's **age, hours and type** of work performed and **conditions** under which is performed.

She also presented the international sanctions e.g. withdrawal of duty exemptions, trade sanctions et al when country failed to comply with international labor standards and related conventions like [US Generalized System of Preference](#) (GSP), [US Harkin Bill](#) (Child Labor Deterrence Act of 1993), [EU Generalized System of Preference](#) and [North American Free Trade Agreement](#) (NAFTA). These sanctions are there to ensure compliance to child labour, OSH and decent work in general by trading countries.

In closing her presentation, Ms Jen shared that child labor work against children's health, education and well- being, reduction of poverty, investments in human capability and decent work.

## Session 2: Child Labour by Numbers

Ms Morena Karon, MOLE Sagip Batang Mangagawa Program Head presented the session objectives which are to become aware of the prevalence of child labour and understand the current data on child labour at the local, national and global level. She also encouraged the participants to share their views and insights on child labour situation especially on the local level.

She presented that there are 160 million children are engaged in child labour worldwide. One in ten children are working in child labour. Of the data, there are 40% are girls and 60% are boys. She added that the current pandemic drives the children to work. Of the 160 million in child labour around the world, nearly half are in hazardous work. 70% can be found in agriculture and 72.1% work in the family unit. She added that 30% of children in child labour are out of school and the percentage of children in child labour is higher in low-income countries and three in every five children live in lower-income countries.

She cited areas in the city where there are reported child labour particularly in garbage and waste dumping site.

For national situation, she reported that there are 2,097,000 children in agriculture and 97.7% are in hazardous work. BARMM ranks third in the country with the most number of child labour based on the latest PSA Labor Force Survey.

She added that MOLE is committed to work on the reduction and elimination of child labour in the region starting on 2020 with their profiling and provision of financial assistance to qualified beneficiaries.

She mentioned about their challenges in the profiling given that the respondents are expecting assistance aside from the financial limitation that their facing in the light of the transition. The information dissemination of CL is also wanting. The other challenge is the data processing and validation of the profiled child labourers due to lack of manpower.

After the presentation, the floor was opened for plenary.

Dr Shamsuddin Taya of Development Academy of Bangsamoro shared the concept of labor citing his personal experience coming from a poor family. Child labor should be viewed from different angles- family, government. Education starts in the family. The other challenge is not more on the financial but in addressing the attitude and behaviour.

Meanwhile, Mam Morena shared their experience in the profiling in the light of the pandemic. They provided orientation prior to the release of financial assistance. She had dilemma as head of SBM in managing the issues of CL particularly in orienting the parents and enforcement of the law on child labor. She added the need for support from other ministries e.g. MAFAR as most of the CL cases are in agriculture to address the root causes of child labour.

Guialil Pandi of MSSD shared their ministry's program for children due to poverty and personal circumstances e.g. orphan which they intend to continue to help address child labour.

Ms Sofiya of MARADECA shared their experience on the prevalence of child labour cases in the locality.

Ms Meriam Acop of MSSD, shared the importance of working with MILG in the strengthening of local council for the protection of children. She wished that the mainstreaming of child protection shall be pursued with support from relevant ministries.

### **Workshop 1- Looking Beneath the Surface**

After the discussion, the participants were divided into three 3 groups. They were tasked to create a poster depicting the child labour situation in the area. Observed common themes in the outputs were presence of child labour in agriculture, prevalence of online sexual exploitation and child labour in the context of conflict and displacement. See **Annex 5** for the group outputs.

### **Session 3: Causes of Child Labour**

Mr Ely Salazar of ILO, started the session by asking participants on what are the causes of child labour. Ms Seeham of MAFAR shared that some are into child labour because of wants. One participant cited accessibility as one reason that drives children to work. Sir Binladen of MOSEP cited armed conflict and displacement particularly in rural areas. Another participant cited as early

marriage as one causes of child labour and lack or limited learning cum playing area in the community.

He then presented the session objectives which is to understand and discuss the causes of child labour. Picking from the previous sharing of experiences, he then proceeded to explain the causes of child labour like poverty, inadequate education system, household decision making, supply and demand and lack of social protection.

Dr Taya of DAB shared his thoughts on poverty and how the data gathering process is being made and methodology as a researcher. Ms Jen responded that the data presented is from PSA and hopefully the planned regional survey in BARMM would hopefully address the data gap.

Sir Pandi of MSSD shared their program related to social protection and in closing, Ely summed up social protection as a program to reduce poverty and vulnerability throughout life cycle.

#### **Session 4: Effects, Consequences, and Impact of Child Labour**

Ms Gwen of ILO started the session by presenting objectives which are the impact of child labour on the child's personality, the family, community, and country and assess the consequences of child labour in dangerous and exploitative occupation.

She then asked the participants on their insights and views on the effects of child labour

- One participant their experience working with the orphans citing a case in a Kidapawan where she murdered the siblings of her guardian possibly due to insecurities and abuse and exploitation. Another case is the use of children in farming due to their physical attributes.
- Dr Taya suggested to clarify issues and definition like literacy, child labour and its basis e.g. by force or voluntary.

Ms Gwen then proceeded the instruction for the first workshop: Looking Beneath the Surface. Participants were divided into three groups to brainstorm on the following issues- CL in Agriculture, Online Sexual Exploitation and Children in Armed Conflict. They are requested to depict child labour situation in their area and show the causes and effects of child labour on the children and/or community. Group representative then later share their group output.

Ms Jen then facilitated the plenary and asked the participants to share their leaning following the group work.

Dr Taya raised a question on what is better – one who experienced hardship and still achieve his goal in life and those who don't.

Ms Gwen shared her experience coming from a rich family and she appreciated the support extended by her parents and the importance of education.

Ms Meriam shared her experience coming from a poor family and was a working student. She said that her experience brought to what she achieves now. Her experiences molded her to be strong, and resilient in achieving her goal in life.

Dr Taya agreed to the premise that education is the common denominator for one coming from a poor and rich family to be successful. He added that the feeling of empathy is important, and this

can be felt by those who experience hardships in life. His experience reinforces the need to balance between hardships and comfort to his children.

Ms Jen then summarizes the sharing of the participants. She impressed to the participants that there is nothing wrong with the children working so long as this work does not expose them to hazards, deprives them to enjoy their full potential and education.

### **Session 5: International Conventions on Child Labour**

Ms Jen presented the session objective which is to discuss the international conventions relevant to child labour. She started the session on the needs and rights where needs must be expressed, claims must be advocated, rights must be ignored and must be translated into laws citing the Bangsamoro Organic Law as an example, and this law (BOL) must be implemented, and practices must be monitored.

Dr Taya raised a comment that the framework lacks one and that is to follow up.

Ms Jen then proceeded to present the slides on United Nations Conventions on the Rights of the Child (UNCRC). She elaborated then the UNCRC's core principles which are non-discrimination, best interests of the child, right to survival and development and the views of the child and UNCRC's categories of rights namely right to development, right to protection, right to participation and lastly, right to survival.

Dr Taya commented that in Islam punishment is allowed to discipline a child to correct his/her wrong behaviour. Need to be careful when using the word punishment in the context of BARMM.

Ms Jen responded that in dealing with punishment in the context of the UNRC is the key or operative is cruel, inhuman, or degrading to better appreciate the word punishment as articulated in the convention.

In closing, she then handed over the floor to Ms Gwen to present the next slides – ILO and How it Works.

### **Workshop 2 – Upholding international standards**

After the discussion, Workshop 2 was introduced to the participants. Following the same grouping, the participants were asked to revisit the poster that they created in Workshop 1. Using the same posters, they were asked to fill out a self-assessment worksheet to review whether they think the region is compliant to the conventions or not.

#### **The ILO and How it Works**

Ms Gwen presented about the history of ILO, its structure and mandate. ILO as a specialized agency and is unique for its work on social dialogue and tripartism where workers, employers and government sit down and work together in addressing decent work issues and challenges. She also elaborated the ILO's strategic objectives and Declaration of Fundamental Principles and Rights at Work to include freedom of association, and collective bargaining, effective abolition of child labour, elimination of discrimination in respect of employment and occupation and the recent, a safe and healthy working environment.

She also elaborated on the ILO Centenary Declaration on the Future of Work which are investing in human capabilities, investing the institutions at work and investing in decent and sustainable work.

She also presented the three main bodies of ILO namely International Labour Conference, Governing Body and the International Labour Office and ILO's supervisory mechanism.

After the presentation, Ms Gwen then opened the floor for plenary.

One participant asked response from BHRC on cases of children engaged on drugs which according to UNCRC the government has all the right and mandate as signatory to the convention.

Ms Gwen then responded that ILO covers labour rights while the case presented can be brought to UN General Assembly.

In closing her presentation, she impressed to the participants that labour rights is basic human rights. She then hand over the floor to Ms Jen to present the ILO Convention 138.

### **ILO Minimum Age Convention, 1973 (C 138)**

Ms Jen shared that the [Minimum Age Convention \(C138\)](#) has been ratified by 175 member states including the Philippines which ratified the conventions on June 4, 1998.

She also elaborated that under convention the minimum age of employment is generally 15 years old and 14 years old for developing countries, light work is generally 13 to 15 years old and 12 to 14 years old for developing countries.

She then defined light work as any productive employment which not likely to be harmful to children's health or development and will not prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority while hazardous work means work by its nature or circumstances in which it is carried out is likely to jeopardize the health, safety or morals of young persons. It shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, where such exist.

Ms Jen added that the scope of application of C138 covers all economic sectors, all forms of employment or work with or without contract and paid and unpaid. The conventions also provide exceptions such as work at vocational or technical schools, 14 years if the economy and educational facilities are insufficiently developed, light work that is not likely to be harmful to their health and development and lastly, permitted artistic or similar performances. Another exclusion but is subject to national decision are limited categories of employment or work e.g. family and small scale agricultural undertakings and initial exclusions for limited sectors in developing countries.

After the presentation, Ms Jen the asked the participants to share their learning or reflection for today's activity.

Sir Pandi of MSSD appreciated the session given its mandate on social services. He also shared his previous work at the city (Office of Social Services and Development) where they did some inspection of firms to assess if they are employing children and is happy to be part of this learning.

Ms Meriam of MSSD shared her reflection on the status of the region which ranks third in terms of numbers of child labourers in the country, The statistic is a wakeup call for the regional government to stepped up its work in the reduction if not elimination of child labour. She hoped that MILG representative will be around and help in the mainstreaming child labour in the current local council for the protection of children and other similar mechanisms.

Sir Norodin Guimaludin of Mindanao People's Caucus shared his observation in reconciling the convention with the Islamic Law.

Dr Taya of DAB shared that there is a need for an alternative support to child labourers and their families for an effective implementation of the law.

Ms Jen then processed the sharing of the participants saying that there is no perfect law or convention and what is important is there are existing safeguards (conventions, laws) that we can rely on to enjoy and fulfil our human rights. She reiterated that the issue of child labour is a complex issue hence the need of systems and multi stakeholder approach.

In closing, Ms Morena of MOLE requested the support of participants e.g. MSSD case management for the implementation of the child labour project as they are still in its infancy stage.

## **Day 2**

### **Worst Forms of Child Labour Convention, 1999 (C182)**

Ely of ILO presented the session on [C182 or the Worst Forms of Child Labour Convention](#) which has been universally ratified by all 187 member states of the ILO and was ratified by the Philippines on November 28, 2000.

He then elaborated the obligation of the members states who ratified the conventions such as to take immediate and effective measures to secure prohibition and elimination of the worst forms of child labour as a matter of urgency, to determine and map hazardous work, to establish monitoring mechanisms, to design/implement programmes of action, to ensure the effective implementation and enforcement of the provisions giving effect to this Convention including the provision and application of penal sanctions or , as appropriate , other sanctions, to develop time bound measures and to enhance international assistance and cooperation.

He added that necessary measures for the elimination of worst forms of child labour (WFCL) must be undertaken at the national level such as prevent the engagement of children in the worst forms of child labour, provide the necessary and appropriate direct assistance for the removal of children from the WFCL and for their rehabilitation and social integration, ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the WFCL, identify and reach out to children at special risk and take account of the special situation of girls. He cited the country's work on child labour e.g. [Philippine Program Against Child Labor](#) as an example of a whole of state approach in addressing child labour.

As child labour is a complex issue hence the need of support from the international community such as support for social and economic development, poverty eradication programme, universal education, provide direct assistance for the removal of children from WFCL and for their rehabilitation social integration, exchange of information and mutual legal assistance.

Sir Saidona Lawan of MAFAR raised the concerns on how to help target farmers which are not organize and the need to also engage other relevant ministries such as MOLE and MSSD to holistically address the child labour phenomenon in agriculture.

Ely responded by stating the initial discussion with MAFAR to help in the profiling with lens on CL and the established project advisory and review committee (PARC) meanwhile, Ms Gwen shared the

planned community-based child labour monitoring system which the project intends to implement in the pilot sites where community plays a major role and has a system and mechanism for referral and reporting to benefit the child labourers and their families. She reiterated the need for a multistakeholder approach in addressing child labour.

### **Forced Labour Conventions, 1930 (C29)**

Ms Gwen of ILO, presented the [Forced Labour Conventions](#) (C29) by sharing that unlike other conventions which are universally ratified by ILO member states, there are 8 countries which failed to ratify it namely, Afghanistan, Brunei Darussalam, China Marshall Islands, Palau, Tonga, Tuvalu and United States of America.

She added that the C29 prohibits all forms of forced or compulsory labour and ratified by the Philippines on July 15, 2005. C29 refers to all work or service which is exacted from any persons under the menace of any penalty and for which the said person has not offered himself/herself voluntarily. It protects all workers, regardless of their employment status like forcing a person to accept a job, doing tasks that were not part of the initial agreement and preventing a person from leaving a job.

She enumerated the four principal dimensions of forced labour of adults like unfree recruitment which covers forced or deceptive recruitment, work and life under duress which covers adverse working or living conditions, impossibility of leaving an employer which is a form of limitation of freedom and penalty or menace penalty (means of coercion) which can be applied directly to the worker or to members of his or her family. While, for children, this means work performed under the coercion applied by third party (other than his or her parents) either to the child or to the child's parents, or work performed by a child as a direct consequence of their parents or parents being engaged in forced labour. In addition, coercion may take place during the recruitment, forcing the child or his/her parents to accept the job; or once the child is working, forcing him/her to do tasks not part of the initial agreement; or preventing the child from leaving a job. If a child is working as a direct consequence of his/her parents being in a situation of forced labour, then the child is also considered to be in forced labour.

Lastly, forced labour can be found in practically all countries and all economic sectors. Ms Gwen discussed the typology of forced which are one, imposed by the state e.g. forced prison labour and the other, imposed by the private economy for either sexual exploitation or labour exploitation e.g. forced domestic work.

In closing, Ms Gwen shared the indicators of forced labour which are the following withholding of abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violation intimidation and threats, withholding of wages, debt bondage, abusive working and living condition, excessive overtime.

A session starter then followed the lecture.

She then handed over the floor to Ms Diane Alavado of DOLE Bureau of Workers with Special Concern (BWSC)

## Session 6: Philippine Laws and Regulations on Child Labour

Ms Diane Alavado of DOLE BWSC expressed her appreciation to ILO Child Labour Project Team for the opportunity to be part of the field test cum training manual. She briefly presented their [program on child labour](#) and she is thankful to ILO as there is her first time to do a face to face training after the travel restriction due to pandemic. She reminded the participants that she will be discussing on the national law hence any opinion or interpretation will be solely hers and not of the agency.

She then presented the session objectives which are to explain the national laws on child labour, identify possible violations and penalties on child labour and recognize gaps in the enforcement of these laws. She also presented the list of topics that she will be discussing like Republic Act 9231, Department Order 149 and DOLE 02-2010.

She started with the [Republic Act 9231](#) which is an Act providing for the elimination of the worst form of child labor and affording stronger protection for the working child. RA 9231 is an amendment (Section 12) of the provisions of [RA 7610](#) also known as the Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act on the employment of children.

She discussed further the child definition under RA 9231 is a person below 18 years of age. She added that child work refers to any work or economic activity performed by a child that subjects him/her to any form of exploitation or is harmful to his/her health and safety or physical, mental or psychological development while working child refers to any child engaged in work or economic activity that is not child labour or when the child is below 15 years of age in work where he /she is directly under the responsibility of his/her parents and where only members of the child's family are employed or children in public entertainment or information.

With regards to the prohibitions, Ms Diane explained that no child shall be 15 years of age shall be employed, permitted, or suffered to work in any public or private establishment and no child shall be 18 years of age shall be engaged in any worst forms of child labour or used as a model in any advertisement promoting alcoholic beverages and intoxicating drinks, tobacco and its byproducts, gambling, any form of violence and pornography.

She then presented the penalties for the violations of worst forms of child labour as stipulated in the RA 9231 and other relevant law e.g. anti-trafficking like all forms of slavery including recruitment of the use in armed conflict, prostitution or pornography, illicit or illegal activities and work which is hazardous or likely to be harmful to the health, safety or morals of children. She also showed some of the photos depicting children engaged in worst forms of child labour as documented by their agency.

She engaged the participants by asking the minimum age of employment, light work and exemptions to check the understanding and familiarity of the participants. She reiterated that children are allowed to work subject to conditions as provided by the law. She then lectured in detail the exceptions below 15 years old and conditions for employment of children below 18 years of age. She also presented the allowed working hours and administration and preservation of child's income. The latter usually applies to working children engaged in public entertainment or information.

Ms Diane then presented the DOLE's administrative sanctions under RA 9231 which immediate and permanent closure when violation resulted in the death, insanity, or serious physical injury of a child or employing a child for prostitution or obscene or lewd shows and immediate and temporary closure of the establishment if there is imminent danger to the life or limb of the child. She cited as an example working in construction and lewd shows. This sanction is being carried out to ensure that

children are safe and withdrawn if needed. The employer is likewise required to shoulder the related costs and child's funeral expenses in case of death. Finally, closure of the establishments found to have violated the provisions of RA 9231 more than three times not resulting in death, insanity or injury.

She also discussed the grounds for suspension and cancellation of work permit, the penal provisions for parents and legal guardians, for employers and recruiters.

After a short break, Ms Diane continued her lecture on [Department Order 149 and 149-A](#) which is the guidelines in assessing and determining hazardous work in the employment of children below 18 years of age. She also elaborated on the definition of terms used like dangerous heights which refers to any elevated surface of more than two meters, difficult conditions which includes work performed for long hours or during night or when the child is unreasonably confined to the premises of the employer and heavy load which refer to any load that weighs more than 10 kg or 20% of a male child's body weight (whichever is lesser) or 8kg or 15% of a female child's body weight (whichever is lesser). She clarified that usually the guidelines are being used by their labor inspectors to guide them in their inspection. She then presented photos of children engaged in hazardous work.

Dr Shamsuddin Taya of DAB raised the question on the inclusivity and appropriateness in addressing the root causes of child labor to avoid problem in the implementation. He also queried on the method of the data gathering and consultation in arriving with the guidelines or policy.

Sir Ferdaussi Abdullah of MILG shared his observation on the entertainment industry and asked if this is also covered by RA 9231. Ms Diane expressed her appreciation for the sharing to clarify gray areas of the law. She suggested to file a report to warrant a surveillance and investigation by relevant agencies e.g. Optical Media Board, MTRCB etc. She, however, needed more detailed information to come up with a proper action.

Ms Diane further clarified that the guidelines is being used by labor inspectors in their conduct of inspection in the formal economy or workplace. Work is needed to cover the informal sector and their agency is working closely with tripartite partners in addressing the challenges in the informal sector.

#### **Anti – Trafficking in Persons Act 2003 RA 9208 as amended by RA 10364**

Ms Jan Michelle Agata discussed the Anti Trafficking Persons Act of 2003 RA 9208 as amended by [RA 10364](#) which seeks to eliminate trafficking persons, especially women and children and trafficking of children is among the worst forms of child labour referred to as slavery and slavery like practices in RA 9231. She then elaborated the three interrelated elements for a situation to be considered trafficking in persons:

- ACTS – It involves the recruitment, obtaining, hiring, providing, offering, transportation, transfer, maintaining, harboring, or receipt of persons with or without the victim's consent or knowledge, within or across national borders;
- MEANS – It is committed by use of threat, or use of force, or other forms or coercion, abduction, fraud, deception, abuse of power or of position, taking advantage of the vulnerability of the person, or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person; and
- PURPOSE – It is done for the purpose of exploitation or the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery, involuntary servitude or the removal or sale of organs.

The recruitment, transportation, transfer, harboring, adoption or receipt of a child for the purpose or exploitation or when the adoption is induced by any form of consideration for exploitative purposes shall also be considered as “trafficking in persons” even if it does not involve any of the means mentioned above. She even cited sample cases of trafficking in the island province of the region.

She also elaborated mandatory services that the survivors may able such as legal protection, right to privacy and confidentiality, witness protection, temporary housing, psychological support, medical services, livelihood and skills training and educational assistance to a trafficked child.

### **Special Protection of Children in Situations of Armed Conflict (RA 11188)**

Ms. Meriam Acob of MSSD, presented the Special Protection of Children in Situations of Armed Conflict Act [RA 11188](#) which covers all children involved in, affected by or displaced by armed conflict. She then discussed the the grave child rights violations namely killing, torture, intentional maiming of children and rape and other forms of sexual violence.

She also shared her experience working with children associated with armed group (MILF BIAF) under the UN MILF Action Plan which calls for the delisting and reintegration and rehabilitation of children associated with the MILF BIAF then.

Ms Gwen provided the participants some take home assignment (Self-Assessment Worksheet) for them to reflect and report the next day. She thanked the resource persons from Ministry of Social Services and Development. She hoped that participants will be able to share their learnings to their respective organizations.

## **Day 3**

### **Islamic Perspectives on Child Labour**

Dr Taya of Development Academy of Bangsamoro presented the Islamic Perspectives on child labour based on Islam to provide deeper understanding and context to the participants.

### **Challenges and Strategies in Addressing Child Labour**

Ms Christine Bernabe of DOLE 12 discussed the challenges and strategies in addressing child labour. Along with her colleague, Engr Louie Esparagoza they cited their work in addressing child labor in the province of South Cotabato and Region 12 in general.

Ms Diane of DOLE BWSC, continued her lecture on [Manual on the Conduct of Inspection, Rescue and Enforcement Proceedings in Child Labour Cases](#) ( DOLE Department Circular 02- 2010).

Ms Jen of ILO presented gender perspectives on child labour programming to focus on girls and LGBTQIA+ in agriculture, address child domestic work and commercial exploitation of children, tackle barriers to education and gender stereotypes in skills trainings, devise youth employment policies that are gender sensitive, provide apprenticeship opportunities for young women and overcome gender constraint in enterprise level and entrepreneurial training.

The workshop also produced strategies in dealing with child labour challenges in the region. The proposed strategies will take stock in both the national and regional initiatives in addressing child labour. Details are reflected below.

**Table 1. Participants Output in Workshop 4- “ Confronting the Challenges”**

<b>Challenges</b>	<b>Strategies</b>	<b>Replication or Innovation</b>
Bereft of relevant and updated data	Conduct and provide research/survey to supply relevant and updated data	Replication
Barriers in Communication re: gathering of data	Persons affiliated in data gathering must be locals in such area	Replication
Insufficiency of Assistance	Promote Convergence from the different ministries, agencies and offices	Innovation
Weak Monitoring, Tracking and Reporting	Grassroots Profiling	Replication
Weak implementation, enforcement of policies	Establishment of Database	Replication and Innovation
Deliberate Neglect of Possible Sanctions	Establishment of community-based child labour monitoring system	Innovation
Slow process of support or referral	Lobby for the inclusion of child labour in the development of Bangsamoro Labor and Employment Code	Innovation
Fragmented support services	Prepare position paper, MOU or MOA of different mandated line agencies/stakeholders including CSOs in the establishment of regional coordinating body	Innovation
Lack of coordination amongst the BARMM ministries	Establishment of oversight monitoring system  Strengthen referral mechanisms and conduct of coordination meetings on quarterly basis	Innovation and Replication
Weak database	A database should be created to be connected to the relevant ministries in BARMM  BARMM and national government must strengthen programs for elimination of child labour (CL)	Replication
Lack of Awareness on child labour	Concerned BARMM ministries must work hand in hand to promote CL awareness	Innovation
Lack of support in funding for CL issue	BARMM must work hard to promote CL awareness and prevention	Innovation

## **Post Test and Evaluation**

Participants were requested to accomplish the post test and evaluation. Overall, there was an increased knowledge among participants. See **Annex 7: Pre Test and Post Test results** and **Annex 7: Summary of Evaluation Results**

## **Closing Remarks and Distribution of Certificates**

Ms Morena Karon of MOLE expressed her appreciation to the ILO headed by Khalid Hassan and their CL Project Team, DOLE BSWC and DOLE 12 and to the Government of Japan for their support to MOLE and BARMM ministries. She also thanked the participants for the support and active participation in the three-day field test training. On behalf of Minister Muslimin Sema, she hoped that this is only a beginning of their unity and endeavor to uplift the lives and dignity of the Bangsamoro people. Ms Gwen and Ely then awarded the certificates to the participants and expressed their appreciation as well to the resource persons from DOLE BSWC, DOLE 12, MSSD and to the rest of the BARMM ministries and NGOs who participated in the field test.

## Annexes

### Annex 1: Attendance Sheet



Attendance Field Test  
on CL Manual.pdf

### Annex 2: Training Program



Training Programme  
- CL Training Manual

### Annex 3: Training Material

[CL Presentation Materials](#)

### Annex 4: Result of Expectation Check

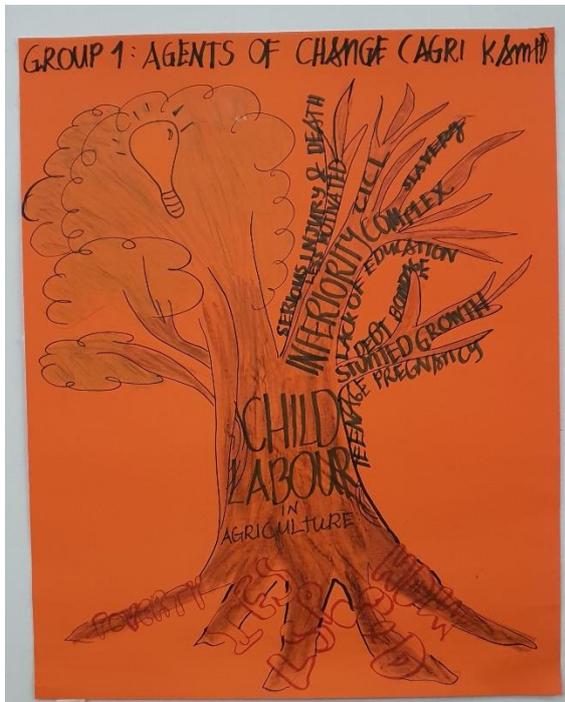
#### Expectation Check

Content	Delivery	Facilitators	Participants	Others
Proof or basis from Quran or national laws	Interactive discussions	Considerate with sense of humor	Active, participative	Observe prayer time
Child work and labor laws	Workshop (interactive)	Expert	Active participation	Conducive
Culture sensitive	To engage the participants in the discussion	Approachable	Participative	Always smile
Comprehensive	Knowledgeable	Informative and provide samples	Share best practices and strategies	Provide modules of the training
Logical	Precise and clear	To deepen the topic and discussion	Attentive	Be on time
Understanding the topic and the difference	excellent	Accommodating	Be punctual, participative	Spacious venue for workshop
Protocol in handling children	clear	Energetic	Cooperative, shares knowledge	Conducive venue
To learn more about CL		Friendly	Active	Cascade gained information on respective offices

The participants also agreed to come up with a house rule for the smooth conduct of the training to wit:

- Be punctual
- Observe minimum COVID health protocol
- Mobile phone in silent mode.

**Annex 5: Group Outputs**



Group 1 Poster depicts the causes and effects of CL in agriculture

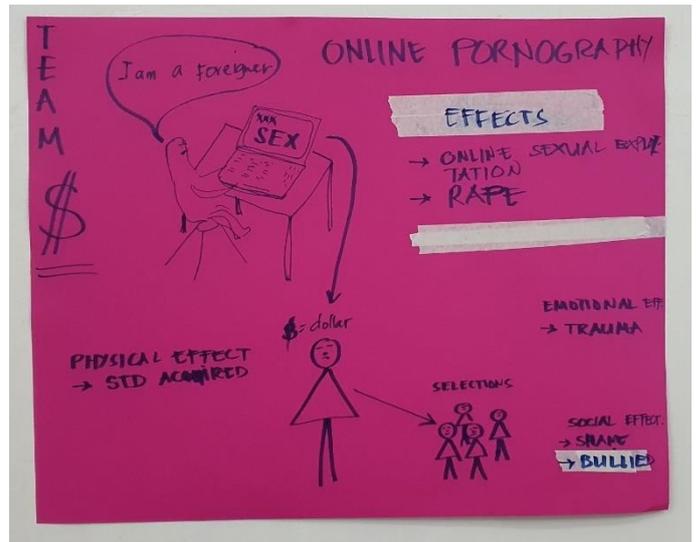
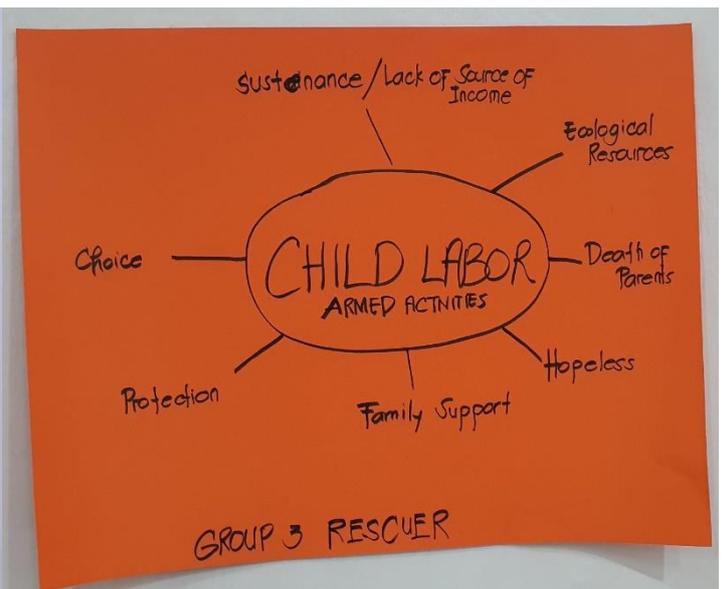
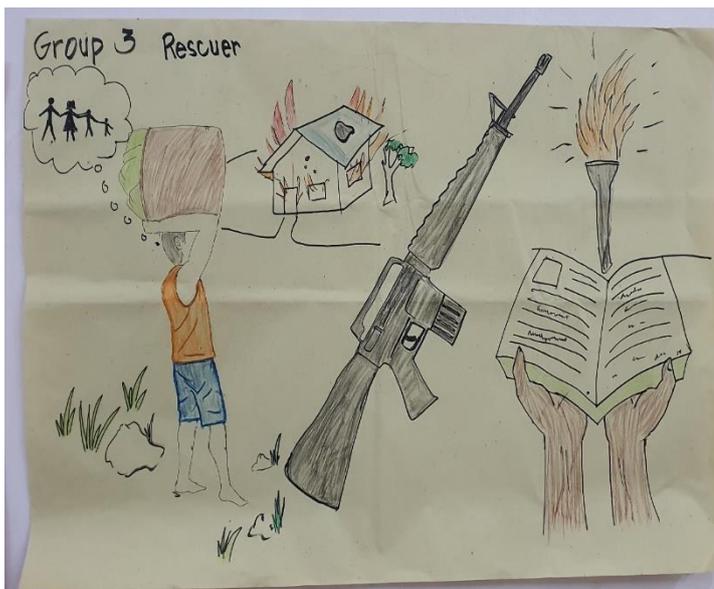


Figure 1 Group 2 Poster shows the effects of online sexual exploitation to the survivor and his/her family



Group 3 shows the consequences of children in armed conflict and how the latter impact the lives and livelihood of the children and their families

**Annex 6: Photo Documentation**



DAB BARRM shares his views on CL



Ms Jen Aguinaldo explains the difference between child work and child labor.  
Dr Taya of



Ms Morena Karon of MOLE shares the statistics of child labour.



Ms Gwen of ILO facilitates the plenary.



Ely Salazar of ILO discusses the causes of CL



Ms Gwen presents effects of child labour



Group 1 participants brainstorm on their assignment .



Ms Meriam of MSSD presents their group output on child labour in armed conflict and displacement.



Ms Seeham Pangol of MAFAR presents their group output in online sexual exploitation.



Ms Farhana Aiza Adam presents their group output on child labour in



Group 2 participants brainstorm on their task.



Group 3 participants exchange ideas and insights on the prevalence of CL in armed conflict.



Ms DianeLyneth Alavado of DOLE BWSC delivers her lecture of RA 9231



Engr Esparagoza of DOLE 12 presents their strategies in addressing child labour in the province of South Cotabto, Region 12.



Ms Tin Bernabe of DOLE 12 shares their work on child labour in the region.



Ms Meriam Acob of MSSD presents the session on RA 11188



Ms Jan Michelle Agata of MSSD facilitates the session on RA 9208 as amended by RA 10364

## Annex 7: Summary of Pre and Post Tests Results

Question	Pre-test score	Post-test score
1. What are the four categories of children's rights under the UN Convention on the Rights of the Child?	10	27
2. An ILO body that examines the reports of ILO member states on their application, in law and practice, of ILO Conventions and also examines the observations in this regard submitted by worker's organizations and employers' organizations.	7	5
3. What are the two supervisory mechanisms of ILO which help ensure that countries implement the conventions they ratify?	-13	11
4. What are the two international labor standards or legal instruments drawn up by the ILO's constituents (governments, employers and workers) that set out basic principles and rights at work?	2	11
5. The ILO accomplishes its work through three main bodies which comprise representatives of governments, employers, and workers. What are these bodies?	9	16
6. What is the minimum age of employment in the Philippines?	16	24
7. How many hours a week may a child below 15 years old be allowed to work?	7	25
8. How many hours a week may a child 15 years old to below 18 years old be allowed to work?	3	21
9. How many hours a day may a child 15 years old below to 18 years old be allowed to work?	7	21
10. How may hours a day may a child 15 years old be allowed to work?	9	25
11. Who owns the wages, salaries, earnings and other income of the working child?	11	23
12. What kind of advertisements cannot use a child as model ?	15	17
13. What are the grounds for immediate and permanent closure of establishments?	7	16
14. What are the elements of trafficking in persons/	9	16
15. What criminal offense is committed when persons utilize their office to impede the investigation, prosecution or execution of lawful orders in a case under RA 9208, as amended?	9	13
16. What is the penalty for child trafficking ?	10	17
17. What is the criminal offense if one buys or engages the services of a person trafficked for prostitution?	13	17
18. What legal protection under the Anti- Trafficking in Persons Act is provided law enforcers, social workers, or persons acting in compliance with their orders for lawful acts done or statements made in a rescue operation, rehabilitation, investigation, or prosecution of an anti-trafficking case?	4	19
19. What is the criminal offense under RA 9208 as amended,if one recruits, transports, obtains, transfers, harbors, maintains, offers, hires, provides, receives or adopts a child to engage in armed activities in the Philippines or abroad?	14	12
20. What are the worst forms of child labour under RA 9231?	13	19
<b>Total :</b>	<b>198</b>	<b>355</b>

## Annex 8: Summary of Evaluation Report

### Summary of Evaluation Report

<u>Sessions</u>	<u>Strengths</u>	<u>Weakness</u>	<u>How we can improve this Session?</u>
<p><u>Session 0 Preliminary Session</u></p>	<p>Resource person/expert, modules, responsive participants, diversity of participants (govt and non govt)</p> <p>Informative</p> <p>Eye opener</p> <p>Great ! Very productive The strength of this season are the comprehensiveness of the topics presented, the knowledge of the speaker and the speakers ability to impart knowledge to participants I feel that I have learned more about child labour- I rate this session at 4.5/5 Topics and relevance Availability of resource person Relevance and expertise of expertise of resource person Delivery of contents of CLS Approachable and accommodating facilitators Comprehensive and up to date contents of topics Knowledgeable resource speaker Participative/active participants coming from different ministries , official agencies</p>	<p>Hand out on each lecture</p> <p>Everyone did their part Its contextualization</p> <p>Time constraint</p> <p>The session is informative , I cant think of the weakness</p> <p>Energizers</p> <p>Time limited especially in plenary</p> <p>The venue is really small but over all its good</p> <p>I think the time constraints</p> <p>Some of the content were not applicable to BARMM or is contradictory to Islam belief</p> <p>Although there are existing legislations, programs and services, it was not totally utilized since there is a need for each agencies /ministries to identify/define/refine their mandates and capacitate its personnel on their functions and duties within their respective jurisdictions.</p>	<p>Provide lecture notes</p> <p>Giving emphasis on BARMM's context The session can be improved by presenting videos In my opinion, the session can be improved by inviting other government line agencies to tackle child labour issues</p> <p>More BARMM perspective/real situation to be more relatable</p> <p>By exerting more efforts and punctually</p> <p>I suggest this will be rolled out to the local levels</p> <p>ILO should have more sessions related to child labour</p>

	<p>The preliminary session has set the mood well for the following sessions. Sharing of expectations for the session has been a great help to make the facilitators and participants adjust</p> <p>The different topics regarding child labor was highlighted Interactive and productive discussion</p> <p>Facilitators were expert on their assigned task</p> <p>Informative, and very active participation of participants in discussion with all concerned agencies</p> <p>One of the strengths of this session would be the total awareness of the concerned on child labour</p> <p>ILO as facilitator was able to express the agenda/goal of the session, its importance and relevance while participants were open on sharing their thoughts , ideas and experiences to all</p>		
<p><u>Session 1</u> <u>Session 2</u> <u>Session 3</u> <u>Session 4</u></p>	<p>Explaining the concept of child work and child labour Contents Availability of data at the regional level Informative Eye opener</p>	<p>Provincial level situation of CL</p> <p>Its contextualization in BARMM context</p>	<p>More figures</p> <p>Consider BARMM context I think the session can improved if other line agencies (govt) will be invited</p>

	<p>Comprehensive Its interactiveness and friendliness Comprehensiveness of the topics presented Ability to listen and answer the queries of the participants Knowledge of the speakers Speakers ability to share their knowledge to participants I learned a lot from the session. I may rate it at 4.5/5 Relevance of the topic Application to the actual situation Situational Analysis that could be utilized by stakeholders in developing their programs Logical and impressive delivery of sessions The awareness that it provides to learn, strategize and consolidate ideas and efforts on reducing if not ending child labour The context of international and national definitions</p> <p>One of the strengths of the session is that the topics were presented using the visuals/photos. This strategy has helped the participants to relate with the terms/nature of work of the children</p> <p>Presentation/module is easy to follow and understand Deep discussion on root causes and effects of CL Engaging workshop</p>	<p>The weakness of the session is the genuine data taken Energizers</p> <p>Constraint in time re thorough plenary discussion</p> <p>Need more video presentation</p> <p>Since we are dealing with a child labour in BARMM, I think that the definition of child work, child labour and child in the Islamic perspective should be included</p> <p>Time management</p> <p>I think the weaknesses points of all the sections on the contextualization of the setting up the topics/issues</p> <p>Tap Islamic expert to discuss child labour in Islamic perspective</p> <p>Existing law are very far, different from the context of Muslims situations in Maguindanao/definition of child in Islamic perspectives There should be an actual representation of data used, applicable to BARMM</p> <p>Cultural sensitivity, since existing issues are</p>	<p>BARMM situationers; considering the uniqueness of BARMM and its autonomy, there were so many conflicting cultural values that need to be realize esp in marginalized areas were child labour is not considered as abusive regardless of its nature</p> <p>Provide more time</p> <p>The session is excellent and full of fruitful discussion and sharing among the participants</p> <p>Islamic perspective on child labour</p> <p>The session can be improved using available statistical data in the BARMM area. The MOLE may present the output /accomplishment of their profiling , types of assistance provided , what are the main or top causes of child labour in the area so that the participants can have an assessment of the status of child labor in the area.</p> <p>Recalibrate time allotment for each session and workshop</p> <p>Maybe , through contextualization , the session will be more helpful to the end -user of this effort.</p> <p>Contextualized/comparative approach the presentation</p>
--	--	--	--

	<p>Active participation of the participants</p> <p>Understand comprehensively the situation of CL in the Philippines</p> <p>Active participation, sharing of experiences provided interest to all participants and ILO was able to gather important agencies to participate and contribute to this sessions</p> <p>S1- child work and work labour become clear</p> <p>S2- child labour by number become a wake up call for me to let the committee work/push policies to gradually trim down the number</p> <p>S3- Root causes of child labour shall be given emphasize by authorities in BARMM and prioritize programs to trim down the root causes</p> <p>S4- Effects of child labour is also highlighted and must be an eye opener for the BARMM authorities</p>	<p>drawn back to its norms, culture</p>	<p>of laws vis-à-vis the actual scenarios</p> <p>Sharing of ideas must not take so long, thus, there is a need to control however the period and time so as not to delay or presentation is on time</p>
<p><u>Session 5</u></p> <p><u>International Conventions on CL</u></p>	<p><u>Expertise of resource persons</u></p> <p>Comprehensiveness of the topics presented</p> <p>Speakers ability to impart knowledge</p> <p>Speakers knowledge in the topic</p> <p>I learned a lot from this session. I will rate it 4.5/5</p>	<p>Samples/situation example</p> <p>Not adjusted or refusal to acknowledge the presence of child labor</p> <p>Time management</p>	<p>I think the session can improved if other line agencies (govt) will be invited</p> <p>More comprehensive lecture</p> <p>To make the topic “more” interesting , I think we can incorporate a “ historical background” of child labour</p>

	<p>Could be relatable to Phil Law  Informative presentation  Logical upon presenting the mentioned international convention  To make it as basis to address child labour  The topic was clearly and well explained</p> <p>The international conventions were presented clearly in a manner that the participants were able to remember the main points of each conventions</p> <p>Delivery made it easy to understand and grasp</p> <p>The convention will help more on advocating the basic four Categories of Children</p> <p>The Convention can also help in providing other ministries regarding child rights and protection issues</p> <p>Ratification of the Philippines on the relevant conventions</p> <p>Conventions were already ratified, disseminated to all and awareness program on this matter especially to concerned agencies were properly communicated</p>	<p>None so far. Need to roll out to local level</p> <p>Implementation of response to child labourer  Tracking and monitoring</p> <p>There are legislation in contrary with the norms and culture of other religions</p>	<p>(before the conventions were ratified )</p> <p>Review time allocation for session/workshop</p> <p>Nothing</p> <p>Establishment of community based CL monitors</p> <p>Review and provide due consideration on the manifestation provided by other participants</p>
--	---	---	--

<p><u>Session 6</u></p> <p><u>Philippine</u> <u>Laws and</u> <u>Regulations</u> <u>on CL</u></p>	<p>Presentation is related for everyone to be acquainted Facilitatore tried to make the laws comprehensive as possible</p> <p>Make me question how the laws are implemented at present Comprehensiveness of the topics presented Speakers ability to impart knowledge Speakers knowledge in the topic I learned a lot from this session. I will rate it 4.5/5</p> <p>More relatable Informative Comprehensive</p> <p>Comprehensive, the levels of penalties are adequately discussed In relation to this session, the sub topics were also presented clearly and briefly to the participants</p> <p>Engaging audience</p> <p>This training serves as the venue for the participants to know more about laws and policies not only for child labour but child protection as well</p> <p>The topic discussed where to report child labour issues; laws on child labour</p>	<p>I think limited time to further learn as it is heavy discussion</p> <p>Verbose</p> <p>BARMM perspective must be applied</p> <p>Not enough time to discuss in depth some portions</p> <p>Discussion should be more interactive for learning</p> <p>None so far. Need to roll out at local level</p> <p>BARMM is into transition period, as we observed, hence strategies, issues/challenges must be identified properly to address issues being reported.</p>	<p>I think the session can improved if other line agencies (govt) will be invited as resource speakers</p> <p>Case analysis. Exercises to measure knowledge and capacity of participants in responding child labor and application of existing laws Inclusion of the provision of Bangsamoro Labor and Employment Code once it has taken effect</p> <p>This session ma include other related issuances on children , or other committees /councils related to children may be prevented so that BARMM can have an idea how to organize the councils. Other sub programs of the DOLE under CLPEP may be presented for the BARMM to replicate or improve in their level</p> <p>Provide concrete/sample cases</p> <p>Capacitate MOLE and other concerned agencies with a review on what applicable laws must be adopted.</p>
--	--	---	---

	DOLE, other NGOs are active and participated to provide inputs and guidance relating to law and other existing legislations		
<u>Session 7</u> <u>Challenges and Strategies in Addressing Child Labor</u>	<p>Different experiences-national and regional level</p> <p>Give knowledge about the challenges especially in the grassroots community</p> <p>Comprehensiveness of the topics presented</p> <p>Speakers ability to impart knowledge</p> <p>Speakers knowledge in the topic</p> <p>I learned a lot from this session</p> <p>Interesting topic, relatable</p> <p>Discussing the unsaid/unseen challenges /issues in addressing child labor</p> <p>The topic as clearly and well explained</p> <p>The context of national and regional perspective</p> <p>Participants were able to share their own experiences and inputs in relation to the challenges/strategies .</p> <p>This session has able to make them think on what really hinders them for eliminating child labour in BARMM</p> <p>Engaging audience</p> <p>At least the session emphasized what are the challenges of the labor department in addressing the</p>	<p>MOLE should have separate presentation of the challenges though captured by DOLE</p> <p>Must put BARMM lens/examples</p> <p>Inclusivity of Islamic perspective</p> <p>Time management</p> <p>Module should include more data/info on strategies</p> <p>Collaborative effort in combating the child labor should also be outlined specifically in BARMM</p> <p>Other ministries was not able to implement and enforce their mandated rules and regulations</p>	<p>I think the session can improved if other line agencies (govt) will be invited as guest speakers</p> <p>The participants may share their own challenges/strategies in addressing CL. Agencies may also present their programs and services that can help reduce or eliminate CL and also what assistance or services can they provide to the parents.</p> <p><u>Include more info on strategies</u></p> <p><u>Roll out at local level</u></p> <p><u>Nothing</u></p> <p><u>Constant information dissemination</u></p>

	<p>issues/concerns on child labour</p> <p>Discussing challenges and strategies in addressing child labour</p> <p>Come up innovative strategy to the specific challenges</p> <p>DOLE for example has its first hand experience in implementing its program and services that has been shared to participants as sort of reference.</p>		
--	---	--	--

	Strong Agree	Disagree	Neutral	Agree	Strongly Agree	NA
1. An appropriate amount of material/information				xxxxx	xxxxxxxxxxxx	
2. The schedule was just right; not too long and not too short		x	x	xxx	xxxxxxxxxxxx	
3. I can apply the information in my work/service setting			xx	Xxx	xxxxxxxxxxxx	
4. The trainer/facilitator involved me in the learning process			x	x	xxxxxxxxxxxx	
5. The trainer/facilitator explained the subject matter clearly				x	xxxxxxxxxxxx	
6. The venue was conducive to learning		x		xxxxxx	xxxxxxxx	
7. The food was good and adequate		x		xxxxxx	xxxxxxxx	
8. The accommodations were comfortable		x	x	xxxxxx	xxxxxx	xx

Any other comments?

- Very interesting topic, realization in the issue of child labor was developed in this entire session. There are so many lacking initiatives that should be done by the government. Hopefully this activity will serve as venue for the stakeholders to develop and lift their commitment in responding issues of child labor and will lead them to have initiative in developing program that would eventually lessen child labor.

- Thank you so much, ILO, DOLE National, DOLE 12, MSSD and other resource speakers.
- We (MOLE) are blessed to have partnered with ILO in this endeavor!
- Together ,let us end child labour!
- The field test was able to raise awareness and increase the knowledge of the participants in different laws related to child labour. These topics would help them formulate their own legislation in the context of BARMM and also collaborate with other social partners , stakeholders and different agencies to eliminate CL.
- Most of the participants strongly agree on the materials/information used during the field test, time
- Need to contextualize
- Need to be roll out at local level
- Thank you for inviting us.
- Participants maybe should be given reading materials or copies for further learning and understanding of issues on child labour.
- We would like thank ILO, Ms Gwen, Ms Jen, Sir Ely and other staff for providing us the opportunity to participate in this session. Very accommodating and eager to address and supplement ideas on each session.