

# UN Global Compact Labour Working Group Child Labour Platform

## Terms of Reference

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### INTRODUCTION

These terms of reference concern the Child Labour Platform (CLP), a thematic membership-based workstream of the UN Global Compact Labour Working Group (LWG) and functioning under its supervision and oversight. This thematic workstream builds on an earlier initiative taken by the Dutch Government, the UN Global Compact and the Dutch Sustainable Trade Initiative (NGO) to enlist broader business commitment to the roadmap on the elimination of child labour adopted during the 2010 Child Labour Conference at The Hague.

### OBJECTIVES

The Child Labour Platform has the following objectives:

1. To foster the exchange of business, government, workers' and employers' organizations and civil society experience in addressing child labour, particularly in supply chains, as a means to maximize collective learning opportunities among the members of the Platform.
2. To identify obstacles to business implementing the ILO and Global Compact child labour principles/key dilemmas faced and advise on practical ways of overcoming them.
3. Catalyse cooperative approaches to addressing child labour in selected communities and countries, including by linking efforts undertaken by companies to existing and future country-level institutions and programmes.
4. Contribute to building the global knowledge base on child labour in supply chains through research and development of sector-specific and general tools and documentation of good practice and give input to Global Compact and ILO strategies for mainstreaming good practices on child elimination efforts.

The CLP will be cross-sectoral; however sectoral working groups may be formed so that CLP can devote more direct and in-depth focus on sector-specific themes and issues.

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## CORE ACTIVITIES

1. Provide a forum for exchange of experience and know-how in combating child labour, through annual in-person conferences, a public website with a dedicated CLP members-only platform, webinars and other web-based tools. Sector specific working groups may be formed on an ad hoc basis to facilitate collaboration across industries.
2. Provide training and knowledge building on child labour, drawing on ILO-IPEC's 20 years of research and practical experience in supporting the elimination of child labour in supply chains. This training can be tailored to specific sectors and themes, such as child labour monitoring, systems for age verification, avoiding business practices which foster and/or encourage child labour, and mitigating and remediating child labour.
3. Reach out to additional companies, to widen the membership base and promote its long-term success and sustainability. Special effort will be made to engage new members from the Global South, and to increase the number of sectors represented.
4. Participate in research and projects on child labour and business, including guidance tools and sector-specific materials.
5. Create linkages with national and local level institutions and programmes on child labour elimination, including ILO constituents (governments and workers' and employers' organization) and tripartite National Steering Committees against child labour as well as UN Global Compact Local Networks. CLP members will also receive regular updates on changes in child labour legislation, including Hazardous Work Lists set at the country level.
6. Create linkages with global networks on child labour such as the International Partnership for Cooperation on Child Labour in Agriculture, the Global Task Force on Child Labour and Education, Education for All, and Understanding Children's Work (ILO, UNICEF and World Bank).

## ADDITIONAL ACTIVITIES

The ILO can provide a range of additional services to CLP members or working groups. These would require funding in addition to the membership fee (detailed in the Membership section, below). The amount of additional funding would depend on the nature and scope of support requested. These can include technical assistance in:

1. Assessing companies' systems for due diligence and remediation to prevent and eliminate child labour in their operations and supply chains; ensuring alignment of company codes of labour practice with ILO Conventions on child labour; guidance and training of staff and supply chain partners for the implementation of company policies.

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2. Providing direct support to businesses and unions to prevent and eliminate child labour. IPEC links companies with tripartite national structures and processes to eliminate child labour, including by strengthening labour inspection and national child labour monitoring systems (CLMS), and facilitates dialogue with governments and workers' and employers' organizations on child labour policy and legislation. For example, in 2012 IPEC worked with industry groups to support the development and implementation of national child labour policy in Malawi's agriculture sector. Projects also can include work at the community level, leveraging IPEC's extensive experience in sustainably preventing and eliminating child labour. IPEC is currently working with industry coalitions to support the development of national CLMS systems and pilot them in cocoa growing districts in West Africa. Such initiatives anchor industry efforts to ensure supply chains free of child labour in nationally-owned policies and programmes, thereby promoting sustainability and preventing displacement of children from work in supply chains into more hidden forms of child labour.
  
  3. Impact assessments of interventions to eliminate child labour, including baseline surveys and qualitative research.

## **GOVERNANCE AND SUPPORT STRUCTURE**

The Child Labour Platform is a thematic group of the Labour Working Group of the UN Global Compact (UNGC), and as such functions under its supervision and with its support.

The Labour Working Group of the Global Compact is co-chaired by the heads of the International Organization of Employers and the International Trade Union Confederation (ITUC). In countries around the world, the membership of the IOE, ITUC and Global Union Federations form part of National Child Labour Steering Committees that help shape and implement child labour policy at the national level.

The ILO is the UN specialized agency responsible for drawing up and overseeing international labour standards and one of the founding UN agencies of the UNGC. Among the ILO standards of particular relevance for business are the universally recognized Fundamental Principles and Rights at Work: freedom of association and the right to collective bargaining; the elimination of child labour; the elimination of forced labour; and the elimination of discrimination in respect of employment, which form the four Global Compact Labour Principles. The ILO is the only 'tripartite' agency in the UN system, bringing together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all.

The UNGC Office and the ILO will provide coordinated support to the Child Labour Platform. The Global Compact Office will provide communications and networking support, including through its system of Local Networks. Expert technical support will be mainly provided by the ILO's International Programme on the Elimination of Child Labour (IPEC) and Multinational Enterprises Programme (EMP/MULTI), ILO's lead unit for engagement with the Global Compact on the Labour Principles, both of which will regularly liaise with the Bureaux for Workers' and Employers' Activities, including for project proposals.

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ILO-IPEC was launched in 1992 and currently has programmes in over 90 countries. Drawing on the Decent Work Agenda and the integrated approach it advocates, IPEC provides support to ILO member States to mainstream child labour in key policy areas and to promote laws and practices to fight child labour, mainly based on ILO Conventions 138 and 182. IPEC's policy advice, including with regard to child labour in supply chains, is informed by extensive technical cooperation experience in communities worldwide as well as by a robust research programme.

The Multinational Enterprises Programme is responsible for the promotion and follow-up of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), which is the ILO's key tool for promoting labour standards and principles in the corporate world.

The Bureau for Workers' Activities (ACTRAV) and the Bureau for Employers' Activities (ACT/EMP) are responsible for strengthening the development of workers' and employers' organizations in all countries, to enable them to play their role effectively at the national level and, via international structures, at the regional and global level.

## **MEMBERSHIP**

The Child Labour Platform is a membership-based thematic workstream of the UN Global Compact Labour Working Group, open to companies committed to contributing to the effective elimination of child labour. The CLP is also open to other UN agencies, trade unions, business associations and other relevant stakeholders, bringing additional research and social mobilization capacity to the CLP. Relevant multi-stakeholder initiatives can provide further perspective and insights from their experience in building coalitions to tackle child labour in specific sectors.

Membership will provide participating businesses with access to the platform for exchange of experiences and to a range of services provided by ILO child labour experts in collaboration with the Labour Working Group, as well as other technical units of the International Labour Organization.

Members will have access to annual CLP conferences, ad hoc training workshops and meetings, webinars and updates to child labour legislation and policies. The CLP will host a members-only website as a repository of publications, communities of practice and events board. The CLP may also form sector and/or theme-based working groups. These can be organized around tailored research or workshops/conferences in relevant countries and sectors, drawing on ILO's large network of sectoral and child labour expertise, including from other UN agencies. Please see Annex 1 for an Indicative Workplan.

The membership fee is USD 20,000 annually for corporate members, which will cover member companies' participation in the Core Activities of the CLP. To encourage diversity among participating companies and promote multi-stakeholder involvement, the annual fee will be reduced or eliminated for small and medium-sized enterprises and non-company members.

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## **ANNEX 1: INDICATIVE WORKPLAN YEAR 1**

- 1.** Hold a minimum of two in-person meetings for CLP members for exchange of experience and capacity strengthening. These will include training on specific topics such as age verification, migrant children, hazardous work. To include government participation (e.g., from labour inspectorates). These will be in conjunction with other events such as the Brazil Global Child Labour Conference in 2013.
- 2.** Hold two webinars for CLP members to disseminate the latest research on child labour laws, regional trends and global developments
- 3.** Conduct two tailored research reports, with input from CLP members. Topics identified preliminarily are: 1. Conducting due diligence to eliminate child labour in supply chains: what has worked, what has not, and 2. Scope and opportunity for Global Value Chain engagement with government and community-based monitoring systems to eliminate child labour
- 4.** Development of a website as a repository of publications and events board, with a members-only platform to support communities of practice and exchange.
- 5.** Implement an outreach strategy using UN Compact Global Networks and relevant business and human rights events to broaden membership, particularly among businesses in developing countries