

GARMENT STAKEHOLDERS FORUM ON CHILD LABOUR



**“Zero Tolerance”
Towards Child Labour**

A Global March Initiative in Garment Industry in India

Child Labour in India

- ⊙ It is unofficially estimated that there are 60-100 million child labourers in India, while the government figures claim it to be 12.7 million
- ⊙ Majority of the child labourers are concentrated in agriculture, mining, as workers and helpers in factories and workshops, in homes, hotels and in self employment
- ⊙ A large numbers of child labourers are also engaged in the garment sector – from cotton farming, dyeing, processing, to apparel making, embroidery and other handwork on the finished garment.

Child Labour in Garment Sector

- ⊙ It is estimates that in Delhi and neighbouring area there are over 100,000 child labourers.
- ⊙ Working over 14 hours daily, they are paid between Rs. 0 to 50 (US\$ 1) per week
- ⊙ The children work mainly in hand embroidery sweatshops, and are reported to be victims of trafficking for forced labour.
- ⊙ Hazardous working conditions, including poor living conditions are compounded by physically abused. Sexual abuse by employers and older workers is also reported.

It is extremely difficult to estimate the total number of children working illegally in the garment sector and the subset working in hand embroidery and allied work. However, approximate reports have indicated a possible figure as high as 100,000 in Delhi alone.

What is Global March?

- ⊙ Global March is a movement to mobilise worldwide efforts to protect and promote the rights of the all children, especially the right to receive a free, meaningful education and to be free from economic exploitation and from performing any work that is likely to be harmful to the child's physical, mental, spiritual, or moral development.
- ⊙ Specific achievements of Global March include working with the ILO and other civil society groups on the use of child labour in sports goods industry; the creation of the International Cocoa Initiative (an industry and civil society partnership which is forming working relationships with grassroots organisations to provide social protection programs in West Africa); and a pilot project to develop a child labour monitoring system in cocoa farming in West Africa.
- ⊙ Through dialogue with the garment supply chain, Global March aims to contribute to fight against child labour by establishing a forum of the key stakeholders involved in all levels of the garment industry.



Why a Garment Stakeholders Forum on Child Labour?

The garment and apparel sector is the second largest employer in India and accounts for 4 per cent of GDP. Garments are one of the fastest moving consumer products and India is one of the largest garment hubs in the world. Garment sourcing supply chains are a complicated web spanning many countries and regions. Child labour can be found at different layers in the supply chain, and the vast majority of them is concentrated in the value-addition handwork segment of the supply chain. Compounding the situation is the significant informal nature of this industry. The manufacture of garments for export is spread all over the country but mostly concentrated in urban centres. The garment industry consists of independent, small proprietary units at one end, and subcontracting units at the other. A considerable number of end jobs are also farmed out to homebased workers. Characteristically, the methods of production and work organisation in this industry remain heterogeneous. Orders received from the organised vendors are often completely executed by the unregistered units in the informal sector.



This consultative forum provided the domestic and international stakeholders an opportunity to collectively address the problem of child labour in garment handwork supply chains. Through open debate the forum identified socio-economically viable solutions to remove child labour from India's garment handwork industry and ways to implement and monitor these. It also led to the voluntary formation of a multi-stakeholder steer group.

* Handwork – hand embroidery, sequins work, buttoning, and allied work



The Process

1

Understanding The Sector

Secondary/desk review and site visits to gather information on child labour in garment sector



Communication with Different Stakeholders

Face to face meetings, group discussions with the different actors in the garment Supply chain to understand the sector, challenges and opportunities for a multistakeholder initiative.



2

Documentation and Reporting

Synthesis of the information from the desk/primary research, triangulation of the meeting minutes and drafting reports



3

Stakeholder Skeletal Framework

Drafting of the stakeholder skeletal framework for elimination of child labour in the garment sector in India. Drafted independent experts with information from the different meetings.



4

Garment Stakeholder Forum on Child Labour

Amalgamation of the different stakeholders in the garment supply chain, towards a common agenda of elimination of child labour, and discussion on the proposed stakeholder skeletal framework



5

Formation of Steer Group on the Stakeholder Framework

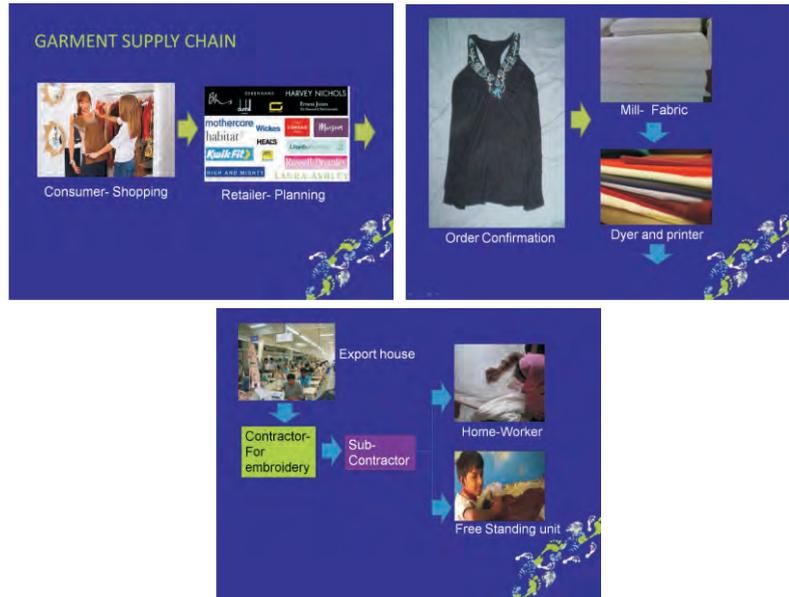
Voluntary participation of the various garment supply chain stakeholders into a Steer group to carry forward the discussion on the stakeholder framework. 1st meeting of the steer group – end-April



6

1: Understanding the depth and breadth of the supply chain

- Secondary/ desk research into the garment sector and its processes in India
- Understanding the garment manufacturing process and the indications towards the length and breadth of the garment supply chain
- Understanding the handwork sector, by visiting the sub-contracted units in Delhi
- Participating in the rescue operations conducted by partner organisation to see and understand first hand the working conditions of child labourers in the garment handwork units
- Researching on the different initiatives by garment retailers and civil society groups on ethical trade promotion and child labour elimination
- This phase indicated to the need for more research on the garment supply chain, especially the factors impacting child labour and the need for an in-depth mapping of the various initiatives and their success in addressing child labour in the garment supply chain.



2: Communication With Different Stakeholders

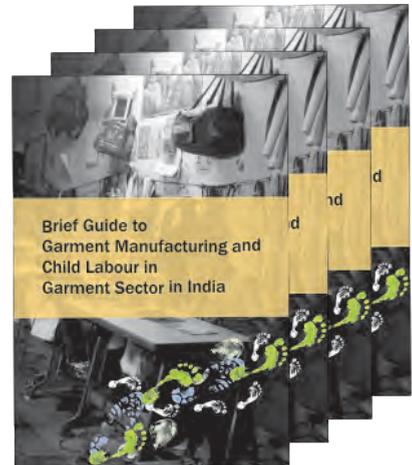
- Communication links were initiated with various stakeholders in the garment supply chain – the retailers, manufacturers, sub-contractors, manufacturers associations, trade unions, civil society organisations working on child labour and the garment sector, government ministries and relevant departments, export promotion council – Apparel Export Promotion Council (AEPC), commerce bodies – Confederation of Indian Industries (CII), Federation of Indian Chambers of Commerce and Industry (FICCI), etc., the UN agencies.



- Electronic communication, face to face meetings, teleconferences, and small group discussions were initiated to get a better understanding of the challenges faced in identifying child labour in the garment supply chain, the initiatives being undertaken to address child labour, and the feasibility of a multi-stakeholder forum on child labour elimination in the garment sector in India.
- It helped in situating the expectations and needs of the various stakeholders in the garment supply chain.
- Mutual trust and rapport was also bolstered through the process of intense and regular dialogue, information and experience sharing.
- This phase demonstrates the need for regular communication among the stakeholders for any successful intervention in the area.

3: Documentation and Reporting

- Maintaining database of different supply chain actors
- Documenting each communication with the stakeholder and collating minutes of the minutes and discussions
- Synthesising the field visit reports and other observations
- Regular internal reporting and dissemination of information among the Global March team and its constituents
- Preparing presentations on various aspects of child labour in garment supply chain and initiatives to address it
- Drafting 2 short reports – Brief Guide to Garment Manufacturing and Child Labour in Garment Sector in India and Snapshot of initiatives to address child labour in supply chain



4: Stakeholder Skeletal Framework

Drafted by an expert on Child Labour (ex-ILO)

- Drafted by an expert on child labour and social protection
- Understanding the core labour standards and relevant national legislations on child labour, forced labour/bonded labour, trafficking, education, etc.
- Analysing the various codes of conduct of different garment retailers, initiatives
- Researching on similar initiatives in other sectors such as sporting goods, cocoa farming, etc.
- Drafting the stakeholder skeletal framework and sharing it with the Global March team

Draft
**Skeletal Framework
for the Elimination of Child Labour
in the Garment Sector Supply Chain in
India**



5: Garment Stakeholder Forum on Child Labour

- Consultation of different stakeholders in the garment supply chain to discuss constructively on the challenges faced in identifying child labour and the measures taken to tackle those challenges
 - Participated by the garment retailers, manufacturers, sub-contractors, manufacturers associations, trade unions, civil society organisations working on child labour in the garment sector, UN agencies, and Karnataka state government official
- 
- Plenary with rich experience sharing on the problems faced, various initiatives to address child labour in the supply chain, and the need for a multi-stakeholder forum on child labour
 - Smaller group discussions on the need, scope, structure and operations of a multi-stakeholder group
 - Clear endorsement for the formation of a multi-stakeholder group that is board based and inclusive of both domestic and international retailers

6: Formation of Steer Group on the Stakeholder Framework

- Voluntary participation by different stakeholders and groups in the Steer Group on the Stakeholder Framework
- The commitment based steer group would look at mapping stakeholder strengths and capacity building needs, be a platform for knowledge sharing, would seek active engagement of all members and be empowered to apply the decisions on the ground
- An accountability framework would be debated by the steer group
- For rehabilitation of the children working in the garment supply chain, tapping into the accumulated and unspent state resources was a priority along with joint stakeholder initiatives
- Tentatively end-April 2010 is scheduled for the 1st meeting of the steer group



Steer Group Roles and Responsibilities with the Participant Stakeholders

- All groups and the participants were unanimous in supporting the formation of a steer group to operationalise the skeletal framework.
- The steer group should be composed of both domestic as well as international retailers, and be broad-based.
- The steer group should be formed by voluntary participation, building on commitments from the participants and be an empowered group, not merely recommendatory in nature.
- The steer group would look among other things into business process controls and standards, map stakeholder strengths, seek for greater engagement of the supply chain and all the stakeholder groups, build the capacity of the stakeholders and the supply chain and provide a platform for shared knowledge.
- The steer group would need an accountability framework for its work, and it would be the task of the steer group to debate and conclude the accountability framework.
- Cross cutting priority area for the steer group would be the remediation and rehabilitation of child labourers in the garment supply chain. It prioritised tapping of the unspent/accumulated resources (funds) by the state governments earmarked for child labour elimination to be used for rehabilitation with joint stakeholder initiatives for prompt action.

The steer group voluntarily formed during the forum on 19 February 2010, in New Delhi is as follows:

- NGOs
- Retailers/Brands
- Manufacturers
- Trade Union

International Labour Organisation (ILO) confirmed its presence in the steer group in an advisory role. The Global March would facilitate the steer group, communicating and coordinating with the members.

The first meeting of the steer group was fixed tentatively for end of April 2010.



First meeting of the Multi-stakeholder Garment Steer Group

The first meeting of the Multi-stakeholder Garment Steer Group was held on 05 May 2010 in New Delhi and deliberated on an action plan to meet the vision of elimination of the worst forms of child labour in the garment supply chain by 2016. The stakeholders represent the demographics, cut across the European and American retailers, as well the domestic brands bringing forward an amalgamation of perspectives to the complex issue of child labour. It formalised on tangible actions in a time bound manner to address child labour in garment supply chains. This is a country and sector specific initiative that harnesses the strengths of the different stakeholders on the ground to create sustainable changes in favour of child rights by upholding corporate social responsibility and ethical trade practices.

The final recommendations that emerged from the discussions are as follows:

- To launch the pilot project activities on understanding the risks of child labour in the garment supply chain, and awareness and training.
- Following the conclusion of the first activity, to share its outcomes in the next Steer Group meeting in September and to develop a plan of action.
- Develop plans to sustain the initiative through resource mobilization and financial support.
- Replicating the pilot project model in other geographical areas.

Second meeting of the Multi-stakeholder Garment Steer Group

The second meeting of the Multi-stakeholder Garment Steer Group was held on 26 November 2010 in Bangalore. The representatives from the Labour Department, Government of Karnataka participated in the meeting which reviewed progress on the work of the subgroups and activities decided in the first meeting. The final recommendations that emerged from the discussions are as follows:

- **Location Focus**
It was agreed that the main focus for the Steer Group activities should be on the Okhla and Tirupur clusters.
- **Knowledge Management**
It was agreed that all Steer Group members would send information relevant to the Steer Group's work to Global March from today and by no later than 31 December 2010. The information could be relevant to any location and any aspect of the supply chain.

Global March will collate all information sent in by members. In addition, given the location focus agreed by the Steer Group, it would conduct a first detailed analysis of all information received relevant to the Okhla and Tirupur clusters.

Further analysis of other locations will be carried out at a later agreed date.

- **Sensitisation Workshops**
A series of 4 sensitisation workshops will be organised to be held between January and March 2011. These pilot workshops will include agents, contractors and sub-contractors as the first target groups. The pilot workshops will be conducted in the Okhla and Tirupur clusters, two per each location. It was agreed that the Industry Group active in each cluster would be responsible for



identifying participants and would communicate names and details in a timely manner before each workshop.

The first draft of the sensitisation materials will be developed by Global March and circulated for consultation.

Research and map the range of ethical initiatives and auditing practices

Global March focuses on the very broad issue of research and mapping of the range of ethical initiatives and auditing practices for elimination of child labour in the garment sector. The Global March continued to build relations with fair trade organisations for improving working conditions of the supply chain agents in the garment sector and creating awareness on the issue of child labour and trafficking of children for forced labour. This is critical for streamlining efforts and resources for elimination of child labour from the garment supply chains in India.

Consultation among the various actors in the garment supply chain

Global March Against Child Labour plans for a broader consultation among the various actors in the garment supply chain. This consultation has been scheduled for 11 May 2011, under the banner International Multi-stakeholder Consultation on Roadmap 2016 and Garment Sector.

The primary goal of the consultation is to ensure greater coherence and solidarity in combating child labour and ensuring decent working conditions in this sector. The one-day event will be open to participation of all stakeholder groups, including relevant government departments, domestic and international manufacturing and retail companies, trade unions, civil society organisations, certification and social compliance initiatives, UN agencies and relevant international organisations. The objective will be to bring together all the different interest groups to discuss a way forward in tackling child labour and promoting the application of core labour standards at all levels of the supply chain in garment manufacturing. Global March would like to see greater coherence and solidarity between stakeholder groups in their endeavours to combat child labour and ensure decent working conditions in the garment sector, particularly given the significant number of public and private initiatives that already exist.



Garment Stakeholder Forum on Child Labour

Facilitated by Global March Against Child Labour

19 February 2010, New Delhi, India

Over the last few years, the garment supply chains of several multinational brands sourcing from India were linked to the use of child labour. The wider world was exposed to this previously unrecognised social scandal, leaving the ready-made garments and apparels sector, together with civil society organisations and trade unions, with the challenge of finding a meaningful resolution. This forum will bring together all stakeholders for the first time in history to discuss strategies to address the problem.

Why a multi-stakeholder forum?

The garment and apparel sector is the second largest employer in India and accounts for 4 per cent of GDP. Garments are one of the fastest moving consumer products and India is one of the largest garment hubs in the world. Garment sourcing supply chains are a complicated web spanning many countries and regions. Child labour can be found at different layers in the supply chain, and the vast majority of them is concentrated in the value-addition handwork segment of the supply chain. Compounding the situation is the significant informal nature of this industry. The manufacture of garments for export is spread all over the country but mostly concentrated in urban centres. The garment industry consists of independent, small proprietary units at one end, and subcontracting units at the other. A considerable number of end jobs are also farmed out to home-based workers. Characteristically, the methods of production and work organisation in this industry remain heterogeneous. Orders received from the organised vendors are often completely executed by the unregistered units in the informal sector.

It is extremely difficult to estimate the total number of children working illegally in the garment sector and the subset working in handwork. However, approximate reports have indicated a possible figure as high as 100,000 in Delhi alone.

This consultative forum will provide the domestic and international stakeholders an opportunity to collectively address the problem of child labour in garment handwork supply chains. Through open debate the forum will endeavour to identify socio-economically viable solutions to remove child labour from India's garment handwork industry and ways in which to implement and monitor these. Stakeholder Skeletal Framework for the Elimination of Child Labour in the Garment Sector Supply Chain in India

To ensure the most effective and efficient auditing procedures to identify, remove and rehabilitate child labour in the garment handwork supply chain, Global March remains focused on its mandate of a clear framework of action to protect and promote the rights of the children. The strategy should seek to build on the strengths and potential presented by the various stakeholders in the garment sector, provide clear guidance on priorities in both the short and medium term, while considering the longer term strategic considerations to support industry-wide application and follow-up.

The strategy should offer a mix opportunities and priorities for corporations (retailers, suppliers, sub-contractors), trade unions, civil society, and government agencies to collaborate in a constructive and coherent manner, as well as defining modalities of remediation for child labour cases identified along the auditing process.



Multi-stakeholder forum that is expected to emerge from the consultation will work towards mutual understanding, common platform for dialogue and interventions.

The forum shall also endeavour to take forward the discussion of elimination of child labour on the basis of the stakeholder skeletal framework (proposed by Global March).

Some of the main questions that the forum will try to address include:

1. What are the challenges in identifying and addressing child labour and trafficking of children for forced labour in the garment supply chain?
2. What should buyers and suppliers be doing to avoid the use of child labour and trafficked forced labour?
3. What should be done in terms of remediation, mitigation and enforcement of child labour and trafficking of children for forced labour?
4. What should trade unions and civil society be doing, individually and collectively, to prevent child labour and trafficking of children for forced labour, and how can they help in the remediation processes?
5. How are the broader issues addressed, thereby, impacting child labour and trafficking of children for forced labour?

What will the forum achieve?

The overall aim of the forum is to find socio-economically viable and sustainable solutions to prevent children working in the Indian garment handwork industry, identify good practices and lessons learned and create models of replication that can be applied on broader regional and global scales.

The forum will aim to identify and define solutions for the problems of child labour, prevention and remediation in the overall context of ethical trading practices and supply chain management.

What will the forum include? Who will be there?

The forum will be a one-day event on 19 February 2010 in the New Delhi at India Habitat Centre, Lodhi Road. Representatives from most major garment companies and suppliers will be present, together with government representatives, trade unions, exporters, manufacturers, associations, UN agencies and child rights NGOs from different regions of the country. The forum will be a strictly closed event with no media involvement.



Draft Skeletal Framework for the Elimination of Child Labour in the Garment Sector Supply Chain in India

Background

The garment and apparel sector is the second largest employer in India and accounts for around 4 per cent of GDP. Globally, garments are one of the fastest moving consumer products and India is one of the largest garment hubs in the world. Garment sourcing supply chains are complex and complicated, often spanning many countries and regions, making it difficult to monitor to ensure the application of fundamental labour standards and rights. Child labour can be found at different layers in the supply chain and in India this is concentrated in the value-addition handwork sector. Compounding the situation is the significant informal nature of the industry, consisting of independent, small proprietary units at one end, and subcontracting units at the other. A considerable number of end jobs are also outsourced to home-based workers.

Many multinational branded clothing companies outsource the production of their garments to manufacturing companies in India. Whilst internal and/or external auditing systems are becoming more common throughout the garment sector on a range of issues including the prevention of child labour, it is widely acknowledged that these procedures are not always effective. The reasons for this include inappropriate purchasing practices, poor quality auditing, inconsistent corrective action plans and an inability to audit the entire supply chain.

A significant number of child labourers in India are believed to be working in the 'informal' sector of the garment industry. Current initiatives aimed at improving auditing procedures are clearly failing to fully address this issue and there are a number of challenges confronting stakeholders in this sector, made more difficult by the recent global economic crisis. Nevertheless, there is shared agreement that child labour and related issues must be addressed quickly and effectively and, in this respect, a consultative forum has been organised on 19 February 2010 in New Delhi to discuss the way forward, including on a broad-based framework agreement for action.

Framework goals

This framework agreement draws upon the perspectives, concerns, needs and expectations of the key stakeholders from the garment sector in India, including government agencies, corporations (retailers, suppliers, sub-contractors, etc.), trade unions and civil society organisations with primary goal of identifying socio-economically viable solutions to remove child labour from India's garment industry and prevent it recurring in the future. In addition, it will outline ways in which to implement, monitor and follow up on these solutions.

Basic principles

As a minimum, the framework agreement will be built upon the foundations established by the following international instruments:

- UN Convention on the Rights of the Child;
- The ILO's Core Labour Standards:
 - ILO Conventions 29 and 105 on forced and bonded labour;
 - ILO Conventions 87 and 98 on freedom of association and collective bargaining;



- ILO Conventions 100 and 111 on discrimination and equal remuneration;
- ILO Conventions 138 on minimum age of employment and 182 on worst forms of child labour;
- The ILO's Declaration on Fundamental Principles and Rights at Work;
- The Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children.

In addition, the agreement will seek to implement the full extent of existing national legislation, including the following instruments as a minimum:

- The Constitution of India especially Article 24 which, states that no child below the age of 14 years shall be employed to work in any factory or mine or engaged in any other hazardous employment. In addition, Article 45 states that the State shall endeavour to provide, within a period of 10 years from the commencement of the Constitution, free and compulsory education for all children until they reach the age of 14.
- Child Labour (Prohibition and Regulation) Act, 1986, which prohibits the employment of children below the age of 14 in 16 occupations and 65 processes that are hazardous.
- Juvenile Justice (Care and Protection of Children) Act, 2006, which prohibits the use of child labour/ bonded labour in hazardous occupations and processes till the age of 18 yrs.
- Factories Act, 1948, which prohibits the employment of children below the age of 14 years in factories. An adolescent aged between 15 and 18 can be employed in a factory only if he or she obtains a certificate of fitness from an authorised medical doctor. The Act also prescribes a maximum of four and a half hours of work per day for children aged between 14 and 18 and prohibits their working during night hours.
- An important judicial intervention in the action against child labour in India was a 1996 Supreme Court judgment, which directed the government to identify all children working in hazardous processes and occupations, to withdraw them from work, and to provide them with quality education. The Court directed that a Child Labour Rehabilitation-cum-Welfare Fund be set up using contributions from employers who contravene the Child Labour Act.
- Right of Children to Free and Compulsory Education Act, 2009, calls for free and compulsory education for every child between the ages of 6 and 14 years.

Elements of the Framework Agreement

I. Accountability and responsibility framework

The main priority of this framework agreement shall be ultimately to remove children below the age of 14 at all levels of the garment sector supply chain in India. This will require the commitment and support of all key stakeholders and will be facilitated through the development, application and follow-up of a coherent and verifiable system of:

- workplace inspection (government labour inspectorate and third-party monitoring systems);
- monitoring;
- reporting;
- remediation;
- external verifications and audits.

This process should include as a minimum the following key steps:

- A thorough mapping and analysis of the supply chains in the garment sector in India from the very lowest identifiable process of work, including production of raw materials.
- Development of a system of registration of contractors and sub-contractors (sub-sub-contractors, etc.) at all levels, particularly in the informal sector, and of workers, including home-workers, and workplaces. The aim will be to ensure that all actors involved along the supply chain commit to the



principle of ensuring that children below the age of 14 are not used in work processes, including in home-based work. This will be assisted through the development of formal registration of contractors, workers and work places to ensure that these can be inspected and monitored and that ages of workers can be verified.

- Development and application of internal monitoring systems by manufacturers to ensure that its supply chains are in compliance with the framework principles. Manufacturers should supply data from its internal monitoring processes to the external monitoring authority. It is vital for sustainability that internal monitoring should become the responsibility of senior management.
- Development and application of an external monitoring system that shall be independent from the industry to ensure transparency, accountability and credibility. The external monitoring authority should collect and verify internal monitoring reports as well as through regular but random monitoring visits. The external monitoring authority should work closely with the labour inspectorate with the long-term goal of transferring responsibility to the state authorities.
- Elaboration of an agreed system of enforcement of the framework principles that would be acceptable to all. This will ensure that remediation can be undertaken in the case of violations of basic principles and that the system can assist the ongoing development of the garment sector for long-term socio-economic benefit.
- Development and implementation of wide-ranging awareness-raising strategy to ensure that all stakeholders are informed of the framework agreement, its objectives and its systems and that relevant capacity-building needs and expectations are identified and addressed.

The system should be built upon the commitment and confidence of all stakeholders and roles and responsibilities should be identified and allocated through a process of dialogue and consensus between all parties. A particular consideration is to ensure that the framework agreement does not further add to the burden of work for manufacturers and others in terms of compliance. In this respect, every effort should be made to discuss streamlining existing auditing and compliance systems with a view to creating a more coherent, effective and efficient system of checks and balances and possibly the emergence of one widely endorsed system.

II. Rehabilitation of children working in supply chains

Stakeholders acknowledge that a comprehensive system of identification, removal, rehabilitation and tracking of child labourers should be developed, implemented, monitored and followed-up. The objective is to ensure that children are provided with appropriate educational and training opportunities as well as social protection and health services. It is vital that all children receive primary education as a minimum as guaranteed by the Right to Education Act 2009, and additional efforts should be made to assist children in further education and training, for example, vocational training programmes including those linked to skills required for the garment sector and which could assist in the ongoing development of the sector and decent work opportunities in the future.

These efforts would require close collaboration between the industry stakeholders, teachers' organisations and civil society organisations and relevant government departments, particularly education. There would need to be a mapping of education access opportunities for the children concerned as well as an assessment of quality to ensure full benefit from education and training opportunities.

The framework agreement should include a component on intense awareness-raising to target the source communities of children withdrawn from the supply chain. The aim would be to reinforce prevention in the future and inform parents and community leaders of the importance of education and the dangers of premature work for children. Programmes should be developed to enhance social protection in these communities through ensuring the provision of good quality services, particularly education and health, and support for alternative income-generating activities for vulnerable families through skills training and micro-



credit schemes for self-employment. It is vital that this programme links in closely to relevant government departments and programmes to ensure sustainability.

The framework agreement supports the fundamental principles of the Education For All initiative in that education should be free and compulsory for all children up to the end of primary schooling and that it should be provided by the state, be accessible and of good quality. It is acknowledged, however, that this ultimate goal might not be possible in the short-term and, in such cases, efforts should be made to put in place adequate support systems, including non-formal education provision, so that children might have immediate access to rehabilitation.

In addition, it is vital that children withdrawn from the supply chains are identified and registered to facilitate a monitoring and tracking system that can ensure that children remain in school and benefit from other service provision. The system will gather data on children's academic and training performance and their employment activities upon leaving school and/or training. This will assist in informing future improvements to the framework agreement as well as providing research data to third parties, including the government and international organisations.

III. Roles and responsibilities of stakeholders

The framework agreement must be built on a process of social dialogue and consensus between all stakeholders, reinforced by strong commitment, including the allocation of vital resources to ensure that the agreement can be developed and function effectively. Each stakeholder would have specific roles and responsibilities within the framework, some of which would be individual and some would be collective.

a. Industry employers

This group would include all business interests along the entire supply chain, from the contractors, sub-contractors (and sub-sub-contractors where these exist), to the manufacturers, suppliers and retailers (including multinational companies). The full extent of this group would be more clearly identified in the initial mapping exercise. In particular, the group should include employers' and industry associations and organisations to ensure broad-based consensus and agreement on key discussion areas.

A key partner in this group would be the multinational companies, buyers and retailers, and their industry associations. Ultimately, the success of the framework agreement and its systems would impact positively on the CSR needs and expectations of multinationals and would underpin ethical trading principles that could contribute to improved commercial processes. For such initiatives to succeed, it is vital that each partner is aware of the impact of improved working conditions, elimination of child labour and other rights violations from supply chains and the formalisation of informal work, including through increased production costs and more equitable distribution of wealth and decent work opportunities, and continue to support those participating in the framework agreement and acting in good faith. It is also important to emphasise that there would be full respect and protection of all logos, trademarks or other service marks of participating companies.

It would be incumbent on Indian manufacturers to fully embrace and support the mapping of supply chains and to put in place effective and transparent internal monitoring systems that can contribute to the success of the external monitoring programme.

b. Government agencies and departments

The involvement of relevant government bodies will be vital to the long-term success of the framework agreement. These would include the Labour Inspectorate, Education, Social Welfare, Women and Children, Health, Employment, among others. The Labour Inspectorate is a central partner in the development of internal and external monitoring systems to explore areas of collaboration and shared responsibilities, including in enforcement and follow-up. The framework agreement should link into those



government departments providing essential support services to children withdrawn from work and vulnerable and at-risk groups to ensure long-term prevention.

One of the medium- to long-term objectives of the framework agreement should be to explore potential added-value improvements to this key industry through relevant vocational education and skills training programmes, involving all stakeholders in the development of these.

c. Trade Unions

It is widely acknowledged that child labour and other violations of core labour standards occur within the informal sector. The very term emphasises the lack of inspection and monitoring that would take place within formal sector processes. The fundamental premise of the framework agreement is to ensure that these informal work processes can be identified and redressed through coherent internal and external monitoring systems and therefore ultimately become formal in nature through adequate registration, application of improved working conditions, prevention of child labour, etc. Trade unions, as the formal social partner of employers and government, have a key role to play in protecting the interests and conditions of workers and ensuring the sustainability of the formalisation process. They would be a vital partner in social dialogue with employers to promote and protect core labour standards and organise vulnerable workers.

d. Civil Society Organisations

The role of civil society organisations will be vital in the short- to medium-term given their close relationship with the vulnerable groups concerned and their capacity to deliver much-needed services in terms of education, health, social protection, community development and awareness-raising. They would work closely with the other industry stakeholders to support the mapping and identification processes and the withdrawal and rehabilitation of children found working in the supply chains. These organisations would also assist in the development, implementation and follow-up of monitoring systems, reporting, as well as the registration and tracking of children withdrawn from supply chains.

e. UN Agencies

The role and technical support of key UN agencies, particularly the ILO and UNICEF, will be vital in the development, implementation and follow-up of the framework agreement and its various elements. They should be involved in the ongoing dialogue processes and in the next step of detailed development of the framework agreement itself. Consideration should be given to enlisting the support of other agencies and international organisations, which may be able to provide essential guidance and technical support.

IV. Oversight of a Framework Committee

It is vital to keep the momentum going forward to develop a detailed framework agreement involving all stakeholders as identified above. The major challenge will be in conducting a transparent and credible mapping exercises and the elaboration of internal and external monitoring systems, including their implementation and follow-up. There exists a significant number of initiatives similar in nature to the proposed framework agreement and it would be important to map and analyse these to explore areas of streamlining and mainstreaming, as well as identifying areas where added value could be established. The process would not aim at increasing the burden of auditing and compliance systems and responsibilities, but rather at discussing ways in which to reduce this while improving monitoring systems and their impact on the most vulnerable along supply chains.

In this respect, it is recommended that a Multi-Stakeholder Committee be established, consisting of authorised representatives of each stakeholder and partner, to ensure the ongoing coordination of these activities. The terms of reference may include as a minimum:



- facilitating communication among all stakeholders to support the ongoing development of the framework agreement;
- promoting cooperation among all stakeholders in the provision of their relevant technical support and other support as required in the development of the agreement;
- supporting the development of relevant terms of reference as may be required by the framework agreement, for example, in carrying out identified activities such as the mapping of supply chains;
- ensuring appropriate child protection measures for children withdrawn from workplaces along the supply chain and provided with rehabilitation;
- developing and implementing an awareness-raising strategy to promote the framework agreement and its objectives;
- reporting regularly to all stakeholders involved in the process;
- promoting support for the framework agreement among all stakeholders.



Salient outcomes and the Steer Group on the Stakeholder Framework

A key session of the final day of the conference was the presentations by Global March International Secretariat, of the draft Stakeholder Skeletal Framework for Elimination of Child Labour from Garment Supply Chain in India. This document has been appended to this report as annex 3. The Skeletal Framework drafted by Mr. Nicholas Grisewood was presented by Ms. Priyanka, and it was emphasised that the skeletal framework was deliberately broad at this early stage to ensure that most issues were covered and that more specific priorities could be set subsequently when the steer group (proposed) discussed it in detail. Following this Mr. Sridhar Rajagopal, consultant, presented the proposal for a steer group. This was followed by Mr Satyarthi facilitating the discussions and calling for smaller groups discussions, and presentation by group representatives on the discussions. The following key issues emerged and were raised in terms of finalising action for future on the skeletal framework:

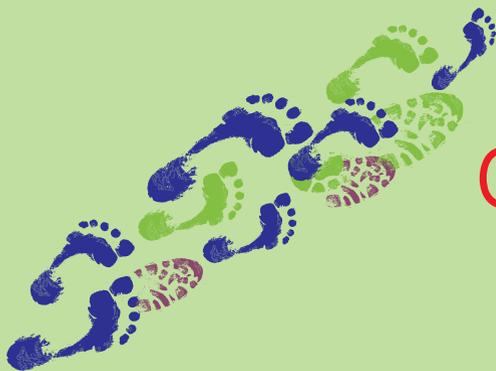
- All groups and the participants were unanimous in supporting the formation of a steer group to operationalise the skeletal framework.
- The steer group should be composed of both domestic as well as international retailers, and be broad-based.
- The steer group should be formed by voluntary participation, building on commitments from the participants and be an empowered group, not merely recommendatory in nature.
- The steer group would look among other things into business process controls and standards, map stakeholder strengths, seek for greater engagement of the supply chain and all the stakeholder groups, build the capacity of the stakeholders and the supply chain and provide a platform for shared knowledge.
- The steer group would need an accountability framework for its work, and it would be the task of the steer group to debate and conclude the accountability framework.
- Cross cutting priority area for the steer group would be the remediation and rehabilitation of child labourers in the garment supply chain. It prioritised tapping of the unspent/accumulated state resources for rehabilitation with joint stakeholder initiatives for prompt action.

The steer group voluntarily formed during the forum on 19 February 2010, in New Delhi is as follows:

- NGOs
- Retailers/Brands
- Manufacturers
- Trade Union

ILO confirmed its presence in the steer group in an advisory role. The Global March would facilitate the steer group, communicating and coordinating with the members.

The first meeting of the steer group was fixed tentatively for end of April 2010.



GLOBAL MARCH

Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants

Postal Address:

PO Box 4479, Kalkaji, New Delhi-110019, India

Physical Address:

L-6, Kalkaji, New Delhi-110 019, India

T: +91 11 4132 9025 **F:** +91 11 4053 2072, 26236818
E: info@globalmarch.org **W:** www.globalmarch.org