

INTERNATIONAL CONSULTATION
ROADMAP 2016
AND THE GARMENT
MANUFACTURING
SECTOR



GLOBAL MARCH

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

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I. BACKGROUND



Garments are one of the fastest moving consumer products in the world. In addition, the garment manufacturing supply chain in many countries, particularly in the Asian region where it is concentrated, is characterised by its diverse, geographically widespread and often complex and complicated nature. A significant amount of its processes are situated in the informal sector which exposes supply chains to widespread abuse in terms of violations of core labour standards, including child labour.

Because clothes are an integral part of the daily lives of all people around the world, it is also an industrial sector that has inevitably been placed under the spotlight over the last few decades with the growth of ethical trade and consumer movements and the corporate social responsibility (CSR) policies and practices of business involved in all aspects of the sector, from the agricultural production of raw materials, particularly cotton, to processing, finishing and retail.

This close attention to the application of core labour standards in the garment sector has also seen the emergence of a range of important international social and business compliance initiatives, such as the Clean Clothes Campaign, the Ethical Trade Initiative, Social Accountability International, the Business Social Compliance Initiative, and many others. In addition, inter-governmental and multi-stakeholder initiatives, often involving the International Labour Organization (ILO) and sometimes other UN agencies such as UNICEF, have been launched to identify ways to support the application and enforcement of core labour standards in the garment sector, looking at opening supply chains to greater scrutiny, introducing codes of conduct, building the capacities of labour and factory inspectorates and child protection agencies, and so on.

Over the last number of years, multinational companies, particularly retailers, and national manufacturing enterprises, have introduced a wide range of CSR initiatives aimed at improving social compliance and monitoring work places and processes. These processes are in addition to state labour and factory inspection systems and are usually anchored in company-based codes of conduct. Entire CSR and social compliance departments have emerged over time, indicating the importance that many businesses attach to respect for core labour standards.

Global Framework Agreements have been negotiated and signed between multinational companies and Global Union Federations (GUFs), particularly the International Textile, Garment and Leather Workers' Federation (ITGLWF) and Union Network International (UNI) which represent workers in the manufacturing and retail sectors. These agreements include clear commitments by companies to upholding the application and enforcement of core labour standards in supply chains and highlighting the important role of trade unions in promoting decent working conditions for adult workers. National trade unions have a key role to play in promoting and defending working conditions and supporting efforts to eliminate child and forced labour within the garment-manufacturing sector.

A significant number of civil society campaigns have also been conducted over the years, often focusing on major events, such as the Olympic Games and the Football World Cup, when there would be increased activity in garment manufacturing and therefore increased vulnerability of many workers and children involved in this sector. Efforts have been made to apply social compliance or fair trade labelling schemes to the production of garments so that consumers can make informed purchasing decisions.

Further trade-related issues have emerged in more recent years linked to consumer concerns and to global commitment to rights at work and children's rights that have accelerated efforts to tackle core labour standards in this and other industrial sectors. Clearly, the main objective is to support the establishment of a clean garment supply chain in every country concerned, free of all forms of violations of fundamental rights and ensuring the application of decent work standards for all workers. This key objective is largely shared by the various stakeholder groups referred to above. However, the challenges in achieving this goal are considerable and are not only linked to problems relating to the garment industry itself, but are related to a wider range of development issues, including education, health, poverty alleviation and social justice. It is therefore vital that the policies, programmes and activities of the stakeholder groups inter-relate to ensure more coherent, meaningful, inclusive and sustainable outcomes.

Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016



The ILO's Convention 182 on the Worst Forms of Child Labour is the most widely-ratified international labour convention. It has contributed significantly to global efforts to tackle the overall problem of child labour, also encouraging increased ratifications of ILO Convention 138 on the Minimum Age of Employment. It galvanised the international community into taking strong action to protect children. In 2006, ILO member States stepped up their commitment through the adoption of a Global Action Plan which envisioned a world free of all worst forms of child labour by 2016.

However, while much has been achieved in the past decade or more in reducing the numbers of child labourers and identifying effective strategies to address the problem, progress has slowed considerably in recent years, partly due to the global economic crisis, and efforts need to be stepped up to deliver this

commitment. To meet that challenge, the Dutch Ministry of Social Affairs and Employment, in close collaboration with the ILO, organised a Global Conference on Child Labour in The Hague, The Netherlands, from 10-11 May 2010. Its objectives included achieving universal ratification of ILO Conventions Nos. 138 and 182; taking immediate and effective measures to end the worst forms of child labour as a matter of urgency; and agreeing on a plan of action to accelerate intense action to reach the 2016 goal.

The outcome document from this major event, “Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016”¹ (here forth referred to as Roadmap 2016), aimed to build on the knowledge and experience of all those involved in the fight against child labour and to provide strategic direction for the way forward. It points out that child labour is not a phenomenon that can be addressed in isolation, and that the elimination of child labour is also key to achieving many development goals. It proposes suggested priority actions for ways to step-up and accelerate action and to increase coherence and collaboration which are central to tackling child labour in all sectors, including garment-manufacturing.

The adoption of the Roadmap 2016 – a decision endorsed by the ILO's Governing Body in November 2010 – is not an end in itself, but a means to the end goal: the elimination of the worst forms of child labour by 2016. In May 2010, the conference organisers emphasised that in the weeks and years ahead, commitment would be needed from all actors to carry forward the messages of the Roadmap and to live up to the commitment to take decisive action as a matter of urgency.

Many national governments are in the process of finalising, implementing and following up national action plans to tackle child labour. Indeed, some are processing subsequent revisions of their plans. The Roadmap is designed to accelerate these activities, ensure more effective and efficient coordination, build greater national ownership and inclusivity and improve coherence of development policies, programmes and resources by mainstreaming child labour across related development goals. Therefore, the next stage of implementation and follow-up are vitally important to give life to Roadmap 2016.

Of particular relevance to the garment-manufacturing sector, the Roadmap highlights the importance of focusing attention on sectors with highest incidences of child labour, especially in the informal economy, and the need for strong partnerships with all relevant actors to effectively and sustainably end child labour. It goes on to put emphasis on the following:

Paragraph 8.4.4

Creating an environment, together with social partners, that aims to combat child labour in supply chains.

Paragraph 10.3

Supporting multi-stakeholder initiatives in sectors of the economy that involve the worst forms of child labour.

1. The full document can be downloaded in English, French and Spanish at the following web address: www.ilo.org/ipeinfo/product/viewProduct.do?productId=13453

Global March Against Child Labour



The Global March Against Child Labour is a worldwide coalition of trade unions, civil society and teachers' organisations working to build and strengthen global efforts to protect and promote the rights of all children, especially freedom from economic exploitation and right to education. A cornerstone of the organisation's work is advocating at all levels for policy changes and coherence between the elimination of child labour, education, social protection and poverty alleviation, including through the promotion of decent work. Global March was one of the civil society members of the Consultative Group for the 2010 Global Conference on Child Labour that drafted Roadmap 2016.

Global March has been facilitating multi-stakeholder dialogue and engagement to tackling child labour in the garment-manufacturing sector in India over the last few years. In early 2010, it successfully established a national multi-stakeholder forum for the garment sector, bringing together the different actors to discuss key issues related to core labour standards and how to address these in a coherent, meaningful and constructive manner. 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.

It was during the course of its work in this sector that Global March felt that with the universal acclaim of Roadmap 2016 and its strong references to the need to step up action to tackle child labour in supply chains, it would be timely and appropriate to organise an international forum to facilitate discussions on how to apply the Roadmap most effectively, efficiently and coherently in the global garment-manufacturing sector. To this end, Global March organised an international stakeholder consultation in New Delhi on 11 May 2011 to ensure greater coherence and solidarity in combating child labour and ensuring decent working conditions in this sector.

Roadmap 2016 and the Garment-Manufacturing Sector

The consultation "Roadmap 2016 and the Garment Sector" was held in New Delhi, India, on 11 May 2011, exactly 12 months after the universal acclamation of the Roadmap 2016 on 11 May 2010 in The Hague. The one-day event was open to participation of all stakeholder groups, including national government representatives, domestic and international manufacturing and retail companies, national and international trade unions and civil society organisations, national and international certification and social



compliance initiatives, UN agencies and international organisations and other interest groups.

The objective was to bring together all the different interest groups to assess progress to date and to highlight the key challenges that remain in tackling child labour and promoting the application of core labour standards at all levels of the supply chain in garment manufacturing. Global March assumed its responsibility in moving the Roadmap 2016 forward and giving it meaning. If the Roadmap 2016 does not lead to action that can bring about change to the lives of those children and vulnerable workers being exploited around the world, then it will have failed. Action needs to be taken in all sectors to implement the Roadmap, which highlights the importance of identifying and tackling child labour and exploitation of vulnerable workers in the informal sector.

In order to create lasting social change, there is a strong and urgent need for 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. The consultation provided an opportunity to share experiences and expertise and to begin to elaborate a clearer picture of the development environment relevant to garment-manufacturing and to explore potential partnerships and avenues to facilitate mainstreaming and streamlining where feasible.

II. CONSULTATION PROGRAMME

The consultation programme will include a moderated panel discussion in the morning, involving representatives from the main stakeholder groups. This will focus on policy and legislative frameworks in the garment sector. The aim will be to ensure a better understanding of the various perspectives, objectives, achievements and challenges and to begin to identify areas where collaboration can be strengthened to achieve and sustain shared goals. At the end of the panel discussion, the floor will be open to questions to ensure active participation and debate.

The afternoon's programme will involve in-depth exchanges and discussions in stakeholder working groups. Participants will be asked to join one of the following two working groups:

- Industry, including multinational corporations and manufacturers;
- Non-industry, including trade union, civil society organisations, civil society initiatives, government, international stakeholders including export and import countries, UN agencies and international organisations.

Each working group will focus discussions on key challenges facing the different stakeholder groups, including for example, supply chain monitoring, auditing systems including third-party and state inspection systems, application of core labour standards, political and socio-economic issues, social dialogue, trade and trade relationship issues, pricing and others. Working groups will also begin to identify solutions that could address the various challenges and highlight the needs and expectations of the different stakeholder groups in implementing solutions. Initial discussions will also take place on the next steps that stakeholders would like to see put in place to move the agenda forward.

Mr Peter McAllister, Executive Director of the Ethical Trade Initiative (ETI), United Kingdom, will be rapporteur of the consultation, facilitating certain aspects of the meeting and summarising the main discussion points and outcomes of the panel discussion. He will also provide an overall summary at the close of the consultation which will identify principal gains, opportunities and challenges emerging from the working group deliberations. These will be captured and further detailed in a follow-up report by the Global March which will be sent out to all participants and interest groups, including recommendations for next steps as part of the follow-up action called for in Roadmap 2016.

As with Roadmap 2016, the consultation will not be an end in itself, but will prove an opportunity to initiate important discussions between all stakeholders that must continue and flourish in a shared endeavour to bring about sustainable social change. While Global March will facilitate the beginning of this process and promote recommendations emerging from this event, it is hoped that others will take up the call for solidarity and ensure the continuation of this process through a *shared time-bound plan of action for the garment-manufacturing industry* as one possible tangible output.

This approach needs to commence through a process of open and frank dialogue in a positive and constructive environment of mutual respect and trust. As is clear from the experiences of the global economic crisis, the need for a strong social dimension to globalisation is greater today than it ever has been and the needs and expectations of people, particularly the most vulnerable, have to drive forward the agenda for social change.

III. THE CONSULTATION

Endorsement of the Global March Initiative

The speakers invited to address participants in the opening session of the conference came from a broad range of key stakeholder groups, including government, trade unions, international organisations, and civil society. However, while representing different stakeholders, speakers presented a common message that the global movement to prevent and eliminate child labour and promote child labour free garment supply chains, and efforts be made for coherent and convergent strategies to work together to promote child rights and ethical trading in the garment sector worldwide.

Mr Tom Maasen, Head of the Political Department, Embassy of The Netherlands in New Delhi which provided the main funding for the conference and Global March's programme in the garment-manufacturing sector in India, expressed the satisfaction of his government with respect to the efforts of the Global March especially in working towards a cleaner garment-manufacturing sector in India and hoped that the progress that has been made is sustained through collaboration and cooperation between the business enterprises and the civil society. He highlighted that the new government in The Netherlands has reformulated its strategy for human rights with a special impetus to combat child labour.



Corporate Social Responsibility is part of the solution to end child labour

Mr Maasen stressed the importance of corporate social responsibility as a part of the solution for addressing the issues of child labour. Emphasizing upon the role of enterprises, he made reference to the international network of enterprises, companies and businesses established by the Dutch government to end child labour. He added that in collaboration with the network of enterprises and government, a series of meetings will be held between the companies and the government to discuss best practices for combating child labour with urgency. Mr. Maasen expressed his hope that the next Global Child Labour Conference in Brazil in 2013 would be a good opportunity to take stock of substantial developments that would have taken place with respect to the commitments made by the member states while acclaiming Roadmap 2016 The Hague in May 2010. However, he reiterated that much work needs to be done by all stakeholders across the countries for keeping the date with the commitments of the Roadmap 2016. He stressed upon collective efforts by all stakeholders to combat not only worst forms but invariably all forms of child labour. He expressed his hope that there will be “huge leap forward from today's meeting in favour of child rights and elimination of child labour.”

Focus on partnerships and call for action

Ms Tine Staermose, Director of India Country Office and Decent Work Team for South Asia, ILO warned “in far too many cases the face of globalisation is emerging to be child labour.” She brought strong focus on partnerships and resonated the 'call for action' in her address. For ILO she informed, India is a focal country and India is working very seriously towards the ratification of the ILO Convention No. 182 on the elimination of the worst forms of child labour. With reference to the new report on child labour that was published in May 2010, Ms. Staermose quoted that



ILO's Director General, Mr. Juan Somavia warned that “amid economic downturn the efforts to eliminate worst forms of child labour were slowing down and that there was an urgent need to re-energize the global campaign to curb the practice.” She asserted the need to hasten the efforts by ILO member states in achieving the set targets to eliminate worst forms of child labour by 2016. She expressed concern over the fact that South Asia has largest number of out of school children and investment in education continues to remain inadequate in the South Asian countries. On a positive note, she reflected on that ILO values its partnership with India on many issues of common interest, for e.g., enabling men and women to attain decent working conditions, security and dignity, however, the most challenging task facing the country is eliminating child labour. Focusing on the garment sector, she said that the quantum of garment business originating from South Asia particularly India is increasing and unless policy and operational measures by multi-stakeholder partnerships are intensified, child labour would continue to rise. She asserted that the focus on supply chain compliance should not overlook the welfare of the child in the wider context, family/community, education, well-being, social protection, gender equality and opportunities for productive and decent youth employment.

Ms. Staermose emphasized on the need for the businesses to measure the impact of their corporate social responsibility initiatives on children and their communities. She anticipated that the conference would enable the participants to discuss and debate constructively and put children and their welfare in the centre of their discussions. She expressed her hope that the conference would strengthen and broaden the multi-stakeholder partnership in the garment sector on child labour that facilitated by the Global March and advised by the ILO. Welcoming the multi-stakeholder garment steer group commitment in 2010 to end the worst forms of child labour by 2016, in sync with the Roadmap 2016, she stressed the importance of robust partnerships like this initiatives which must build synergies with global efforts.

Convergence of policies and decent work standards for workers

Mr. Ashok Singh, Chairman of the Central Board of Workers' Education, Ministry of Labour and Employment in India asserted that Government of India stands committed to progressively eliminate child labour, starting from the most hazardous forms to all forms of child labour. Mr Singh said, “garment supply chains are very complex. As we move lower down the supply chain, owing to the complexities, they extend from the formal sector to the informal sector which as all of us know are susceptible to the violation of

workers' rights, including the presence of child labour.” He acknowledged the necessity for concerted efforts and massive mobilization of resources for casting a long lasting impact in eliminating child labour.

Mr. Singh called for “a holistic approach for developing and upgrading social infrastructure”, which would give impetus to health, education, social justice and security, work for all, protection of children's right and decent working conditions. Proactive interventions by the Government of India has led to enactment of laws like Right of Children to Free and Compulsory Education Act 2009, the National Rural Employment Guarantee Act 2005, etc. which are positive steps towards the holistic development of the children and their families. He emphasised on the emergent need to create awareness about the laws and schemes that already exist for the

welfare of poor and underprivileged sections of the society, who are vulnerable to child labour and other labour violations. He supported the need for a broader and constructive dialogue and strategy by the stakeholders in creating better working conditions for adult workers and eliminating child labour. He informed that in an endeavour to create such awareness on Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) and other public welfare schemes, Ministry of Labour and Employment in conjunction with Ministry of Rural Development is conducting National Level Training of Trainers' workshop on 14th and 15th July 2011. He added that the Central Board of Workers Education is also pleased to support Global March's efforts in creating awareness among the garment-manufacturing workers and sub-contractors in India.



Expansion and reinforcement of local actions, regionally and globally

Mr Kailash Satyarthi, Chairperson of the Global March Against Child Labour opened the conference with the story of Moin, a ten-year-old child who was trafficked and worked as a bonded labourer in a 'bindi' (forehead decoration worn in South Asia) making sub-contracted unit in Delhi. Moin was beaten to death by his employer. He reminded the participants that elimination of child labour is not impossible if all the stakeholders collectively and gainfully deliberated towards a common strategy. Industry – non-industry initiatives like Rugmark, International Cocoa Initiative, those in the sporting goods sector and the tobacco farming have been successful in reducing the number of child labourers in the respective sectors. The process of change he reminded starts with recognition of the problem. He stated, “child labour can not be hidden under the carpet. It is a serious issue. The industry cannot deny nor can the government that there is no child labour. Additionally, the civil society and the NGOs' narrow project approach cannot work. Endless media exposes of working children in different sectors also will not solve the problem.” He warned that the evolution of the independent industry driven social audit systems is an indicator of the inadequate and outdated state inspectorate mechanism.



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The gaps namely, a. knowledge gap, b. capacity gap, c. coordination and coherence gap, and d. convergence gap, can be bridged through a common and collective action. Collective action underpins any strategy to end child labour. The Global March has contributed to the development of the Roadmap 2016 and is committed for the realisation of its goals. The Roadmap 2016 emphasises on “Supporting multi-stakeholder initiatives in sectors of the economy that involve the worst forms of child labour” (10.3), “Creating an environment, together with social partners, that aims to combat child labour in supply chains” (8.4.4), and “Working to ensure that effective systems are in place to combat child labour in supply chains, recognising the usefulness of social dialogue in the design and implementation of such systems. Publicising, promoting and learning from successful initiatives to combat child labour and in particular its worst forms, with the support, where appropriate, of governments and international organizations” (9.5).

The multi-stakeholder garment steer group on child labour initiated and facilitated in India by the Global March is an example of the collective action and spirit of the Roadmap 2016 in the garment-manufacturing sector in India. There have been immense gains in terms of confidence building and mutual trust among the industry and non-industry stakeholders through this multi-stakeholder garment steer group in India. Countering these gains, there is the urgent need to focus on at least the informal processes for information sharing for addressing the gaps and making a strong multi-stakeholder dialogue and action platform. According to Mr Satyarthi, “the time is ripe for strengthening, broadening and deepening the multi-stakeholder garment steer group and scale-up from India to a regional platform and eventually craft a space for an international initiative with all the major stakeholders, the industry, the non-industry, international organisations and others.”

IV. SETTING THE STAGE FOR THE PANEL DISCUSSION

The opening sessions and the keynote speakers laid the ground for a rich and focused panel discussion on Policy and Legislative Frameworks related to Garment Sector, which was moderated by Mr Frans Roselaers.

In his introductory presentation, Mr Nick Grisewood, Executive Director of Global March Against Child Labour warned that certain amount of 'fatigue' that has crept owing to the multiplicity of multi-stakeholder and compliance code initiatives, which must be appropriately dealt with not only in the industry and civil society but the other actors as well. There are numerous good practices and models that have emerged from other sectors in eliminating child labour, which can be replicated and adapted for the garment-manufacturing sector as well. Focussed collaboration with existing initiatives must be earnestly considered at this juncture to broaden the already existing stakeholder base by including those have been on the fringe but are critical to the overall success of the efforts to end child labour from the garment supply chains.

Collective responsibility in combating child labour

He added his voice to the need for common and collective action heard during the opening. Mr. Grisewood indicated to the phenomenal economic growth in South Asia that suggests that enough resources are available in region and the group must collectively reflect on harnessing these and mobilising resources prudently for meeting the objective of child labour free garment supply chain. With the deadline of 2016 closing fast, all the stakeholders have a responsibility to act and act with urgency, including the industry and business partners. The multi-stakeholder garment steer group on child labour in India is an example of cooperation, convergence and coordination, but it needs to be strengthened with all the stakeholders committing to a multi-stakeholder knowledge platform for establishing the level of communication, coherence, convergence and coordination for eliminating child labour not only in India, but regionally and eventually take it to the global level. He reiterated, “we must not look at re-inventing the wheel but must develop on the expertise that we already possess for collectively combating child labour.”

Shared objectives, collaboration and practical steps to end child labour

The Consultation Rapporteur Mr Peter McAllister, Executive Director of Ethical Trading Initiative (ETI) in his introduction called child labour “a very emotive subject” that is not needed in a healthy country, society or supply chain. He called for the passion and emotion evoked by child labour be channelized into concrete steps to eliminate it, clarifying “child labour has no place in businesses, whether garment or any other sector.” According to him the challenges like instilling trust among various



stakeholders in the garment supply chain and building collaborative partnerships should be deliberated upon in the Consultation. In terms of the objectives of the consultation, Mr. McAllister said that the foremost is a genuine opportunity to share perspectives. He called upon all the participants to bring the real issues on the table in an endeavour to sort them out through a constructive discussion without personalizing them to a particular individual or an organization. He asserted that partnerships can be built on trust/confidence and sustained on concrete collective action and responsibility. He emphasized that as an outcome of this consultation, the participants and all stakeholders should be able to chalk out concrete and practical steps for combating child labour in the garment supply chains in the months that follow.

Mr Roselaers moderating the panel called the panellists to focus on the incidence of and solutions to child labour in the garment supply chains.

Partnerships and alliances, integrated approach to end child labour

Mr Ben Smith, Senior CSR Officer, International Programme on the Elimination of Child Labour (IPEC), ILO in his presentation emphasized on the responsibilities of the governments to guaranteeing children's right to education, enforcing labour laws, ensuring social protection and supporting the proper functioning of the labour markets including taking action against labour rights' violations in the informal economy. According to available statistical information for South Asia, 96% of all women work in the un-organized sector and are not covered by labour laws. And, if this figure was extrapolated to children, the probability is that 100% of the children are in the un-organised sector and not covered by the labour standards. When this overlaps into the supply chains the need for broader and urgent action is a priority. In the informal sector, IPEC focuses on the immediate need to remediate child labourers, with the underlying principle “a child in danger is a child who cannot wait.”



IPEC has always been concerned about children working in the supply chains, and at various occasions has collaborated with broader array of stakeholders in its endeavour to combat child labour. All private/multinational enterprises along with government and all other stakeholders must be very objective in tackling the issue of child labour and instituting decent work conditions in supply chains – two of the many pertinent facts that have been explicitly stated in Roadmap 2016. The ILO CSR Instrument - Tripartite Declaration on Multinational Enterprises and Social Policy (MNE Instrument) - 1977, specifically prescribes the multinational organizations to offer non-hazardous and decent work environment to people above the legal minimum working age which in turn checks child labour.

Mr Smith underlined the importance of the state labour inspection systems. The private audit mechanisms must work to complement and support the state labour inspectorate systems in ensuring compliance towards decent work conditions in supply chains.

Focusing on partnerships and alliances, he categorised “workers' as key stakeholders in any multi-stakeholder dialogue and constructive collaboration to end child labour, along with the government. The multinational enterprises in a participative manner should work towards building capacities of their

suppliers to enforce compliance mechanisms, rather than retorting to business sanctions which leave the children and their communities much worse off. The multinational organizations within their fraternity must adopt an integrated approach towards good practices in procurement policies that would instil better working conditions in their supply chains. These would also have a direct impact on the economics at the suppliers' level which in turn would help curbing practices like child labour. Mr. Smith says that as an advisor to the garment multi-stakeholder initiative, International Labour Organization would be glad to see more coherence and convergence from all the stakeholders in an endeavour to eliminate child labour from the supply chains.

Multi-stakeholder initiatives: freer spaces and shared responsibilities

International development framework agreements and standards set parameters for national legislations around which enterprises and businesses function. The Declaration on Fundamental principles and Rights at Work is the framework around which governments, businesses and workers uphold decent working standards. Mr McAllister, Executive Director of ETI listed the primary issues related to child labour in businesses:

- Capacity issues
- Relationships
- Transparency
- Contracting and sub-contracting

These issues are not governed by the frameworks and national legislative frameworks but rely heavily on the relationships between the brands and retailers and their supplier base. Consumer campaigns have often precipitated the ethical initiative across the world in various sectors. The multi-stakeholder initiatives (MSI) that emerge from the consumer campaigns for eg. The Ethical Trading Initiative, Social Accountability International and others are usually guided by the codes of conducts or compliance standards, which themselves are built on the ILO conventions and other UN standards to improve working conditions at the factories and/or suppliers through a process of discussion, dialogue and collaboration. At best, Mr McAllister felt “MSIs need to be seen as the bit actors not a replacement of government roles and the companies responsibilities.” The MSIs must bring the experience and collective intention of the different stakeholders and complement each other as well as the State initiatives.

Beginning the discussion, Mr. McAllister said that while labour regulations and policies are governed by the Local Government and have to quite essentially be complied by buyers and suppliers in the garment supply chains, issues like capacity building, raising awareness among stakeholders etc are not governed by laws laid down by the Governments and rely heavily on the relationship between suppliers and brands. Mr. McAllister further added that such aspects are often guided by company compliance codes or codes by MSIs like Ethical Trading Initiative, Social Accountability International etc that are usually drawn from ILO Conventions and are aimed at improving working conditions at the factories / suppliers' end through the process of discussion, dialogue and collaboration. Such multi stakeholder initiatives should be seen in the context of complimenting the State initiatives and not as a replacement for the same. Mr. McAllister emphasized on the coordination between all stakeholder to translate strategies into tangible and concrete impact on ground to eliminate child labour from garment supply chains.

“Industry cannot alone tackle the issue,” he emphasised adding “the MSIs provide a slightly freer space and shared responsibility”. As with any collaboration, there are some challenges, namely:

- Limitations and opportunities for working together in a clear space, the roles and responsibilities of the stakeholders
- Measuring and driving impact – especially efforts to pull children from the supply chain and putting them into communities and schools. The indicators need to be quantified and measured for real change on the ground.

This provided the practical aspects of setting the stage for greater engagement within the multi-stakeholder space and the need to collaborative action.

Principal Employer's responsibility is paramount

The roles and responsibilities in a multi-stakeholder setting need clear definition. Mr. Piyush Sharma, Joint Labour Commissioner, Government of the National Capital Territory of Delhi, in his presentation apprised the participants of the “principal employers” responsibility and accountability. The Government of India is seriously considering ratifying ILO Convention No. 182 on worst forms of child labour, which will prohibit child labour in the undeniably worst forms of labour including child trafficking, child prostitution, children in armed conflict, bonded labour and other slavery like conditions until the age of 18 years. The Constitution



of India lays clear emphasis on elimination of child labour in Article 24 **“Prohibition of employment of children in factories, etc.”** and Article 39(e) “That the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength”. Further Article 49 of the Constitution mandates **“Provision for free and compulsory education for children”** which is translated to Article 21 A on Right to Education and the recently enacted Right of Children to Free and Compulsory Education Act, 2009.

Mr Sharma asserted that the Right to Education Act 2009 is a significant step towards protection and promotion of child rights and development in India. If this is looked in conjunction with the National Rural Employment Guarantee Act, 2005 that provision work for adults, the social protection mechanisms and state responsibilities and intentions towards elimination of child labour and its underlying causes namely illiteracy and poverty (through lack of livelihood) are addressed.

The Government of India is serious about eliminating child labour as he outlined in the next steps on where the government is making serious attempts:

- Ratification of ILO Convention No. 182,
- Reconsider the Schedule to the Child Labour (Prohibition and Regulation) Act, 1986,

- Child Labour already prohibited in all sector specific laws like the Shops and Establishments Act; Factories Act; Mines Act; etc.

The variations and differences in these legislations create confusion among the labour inspectorate as well as others. The need for convergence, according to Mr Sharma, should begin with the simplification and synchronisation of the legislations to facilitate strict enforcement of the labour legislations dealing with child labour. Convergence should then not be limited to legislations and have the following aspects:

- Convergence between the laws
- Convergence between the government departments
- Convergence between the government and the non-government organisations
- Convergence between the government, non-government organisations and civil society
- Convergence with the parents as they are the primary source of child labour – parents should be rigorously encouraged to send their children to school and greater efforts need to sensitise the parents.

CSR starts with the businesses upholding the law and the national standards. The businesses must ensure the payment of minimum wages and if possible work towards payment of fair wages to the workers and guarantee decent work. As “principal employers” brands and retailers have the ultimate responsibility and must track the contractors and sub-contractors to the last link in their supply chain.

The issue of child labour in the lower tiers of the garment supply chains is rampant in India, with little or no awareness of labour standards at the sub-contractor and lower levels of the garment-manufacturing supply chain. Child labour can be significantly addressed if the Principal Employer tracks the supply chain up to the last link. Mr Sharma cleared “either the brands should drill down their supply chains by themselves or else allow the government and NGOs to do the same.” Elaborating on this he said, dialogues with the brands have failed in the past on the issue of disclosing details of their suppliers/contractors/subcontractors on account of trade confidentiality but brands must fulfil their responsibilities towards right to decent work in line with obligations laid down in the Constitution by systematically monitoring supply chains. Stressing on the importance of CSR in the garment sector, Mr. Sharma called upon the manufacturers (especially exporters) to ensure decent working conditions and payment of fair wages for the workers in their premises and those working in lower tiers of the supply chain. It is the *Vicarious Responsibility* of the *Principal Employer* to enforce compliance throughout the supply chain as the suppliers/contractors/sub-contractors work for the Principal Employer and in the final analysis the profit are that of the Principal Employer.

The excerpt from the Second National Commission of Labour Report clearly places economic activity in the social realm: “*No economic activity is an end in itself.* Industry is not an end in itself. It is a *social* activity, an activity undertaken by members of society, or constituent groups of society, to meet the needs of society. As far as one can see, it will not cease to be a social activity. What makes industry possible, are the paradigms of interdependence within which society functions and progresses. There can be no industry, if there is no consumer. There can be no consumer if there is no producer. There can be no market without producers and consumers. There can be no production for the market without tools or machinery, without capital, without labour, without managerial skills that bring all these together to produce goods or services that are in demand. There can be no effective demand without purchasing power, and there can be no purchasing power unless there is income, and there can be no income without inherited property or

earning from labour/ employment, or interest on deployed capital. It is thus clear that all economic activity is the result of interdependent interests, and cooperation among the various factors that together constitute the cycle of economic activity”.

Echoing the need for partnership and a culture of collaboration Mr. Sharma said that the first requisite for the employers and employees today, therefore, is to **develop a mindset that looks upon each other as partners**, and develop a work culture that is demanded by new technology and of globalization.

The Principal Employers should be held responsible for the benefits payable to contract labour, as the Principal Employers are the ultimate beneficiaries of the work given on contract. Acknowledging the fact that labour rights are violated in the informal sector of the garment supply chains, he asserted that the Principal Employers must take the responsibility of ensuring the decent working conditions, and minimum wages to all employees/ workers in the sub-chain, because if minimum wages are not paid the children of these workers are compelled to abandon education and work to make the ends meet. In conclusion he said, “A day lost in the life of a child is Irrecoverable”.

Shared responsibility, greater engagement and long term commitment

Following the robust presentation by the Labour Department and their efforts to ensure decent working standards in the country, a presentation was made by the employers representative to outline the constraints and opportunities that are present in the garment-manufacturing sector in India. Ms. Chandrima Chatterjee, Director (Compliance) of Apparel Export Promotion Council (AEPC) India lamented on the constraints and restrictions under which the exporters/apparel manufacturers work. AEPC is the apex body of garment exporters in India under the Ministry of Textiles. Textile and Apparel Industry is a big contributor to India's economy with its capacity to employ 38 million people making it second largest employer after the agriculture. In the unorganised sector this industry is the largest employment provider as it requires low skills and yet offers high absorption, low start-up investments further brightens the employability aspects in this industry.



However, the rigidity of labour laws restrain proper enforcement, given the fact that a large portion of workforce is engaged in the informal sector. This is to be seen in light of the relative flexibility offered by the competing nations. Ms Chatterjee highlighted that 85% of the production in this sector in India is carried out by Small and Medium Enterprises (SME) that often do not have the bandwidth to incorporate compliance mechanisms, which is complicated by the seasonal nature of the industry. She raised concern over the pressure arising out of multiplicity of buyers' compliance codes that the garment manufacturers / exporters reel under. There hasn't been much partnering on this aspect from other stakeholders who have common interest in the improvement of the scenario of the Textile and Apparel Sector.

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The issue of non-transparency at the subcontracting level in the supply chain continues to be a major challenge. This is compounded by the inadequacies of third party audits in imparting transparency in

supply chain at the factory level. Enhanced partnership between the buyers, suppliers and other stakeholders of the supply chain are the key to improve the working condition in the industry.

Some of the key legislative issues in the industry which lead to unauthorised subcontracting are:

- Revisions in the Factories Act 1948 are overdue and must be made in light of the economic situation
- Migrant workers are a grey areas and the legal provisions with respect to protection of migrant workers and their employment need to be made
- Worker documentation remains poor and must be strictly implemented.

“Need for more faith and greater transparency and coordination” among all stakeholders was a pre-requisite for addressing labour rights' violations in the sector according to the AEPC representative. Sustainable compliance management in the industry has been revised through the AEPC's Common Compliance Code for the Apparel Sector that would foster greater productivity and returns for all stakeholders within the garment-supply chain.

Awareness and perception are two-sides of the same coin. The media highlights of incidences of child labour in the garment brands has not had significant impact in the working conditions and on the issue of child labour in the industry. At best, these negative campaigns, opined Ms Chatterjee have led to sporadic corrective measures. Greater engagement, among and between the industry and non-industry, she repeated through common plans and shared responsibilities as the only sustainable option available to address child labour and remove India from the Executive Order List and Trafficking Victims Protection Reauthorisation Act of the US government that prohibit goods and services made by child and/or forced labour in US.

Workers rights need to be prioritised

Mr. N M Muddappa, President of Garment Workers Union Bangalore and Organising Secretary of Indian National Trade Union Congress (INTUC) in Karnataka brought to the table the real challenges that he sees the workers grappling with in the factories and the Industry. He lamented that the compliances related to hours of work and overtime are frequently violated. Mr. Muddappa expressed deep concern about some of the factories that restrict workers from freely associating among themselves that hampers their rights of collective bargaining. Occupational Health and Safety is often compromised with, resulting in accidents at workplace.

About 85% of workers in the garment manufacturing units in Karnataka are women who have migrated from neighbouring states and districts and are vulnerable to discrimination and harassment in the factories. He pointed out that more often than not there are instances when legal minimum wages are not paid to the workers in the garment factories. The poor working conditions and non-payment of minimum wages, compels the workers to send their children to work as child labourers, and is one of the lead causes of child labour in the garment-manufacturing sector in Karnataka. Social and economic security are lacking in the sector. He advocated for the introduction of Living Wages as an appropriate remedy to improve the workers' standard of living.



Measure impact and draw synergies and knowledge from cross-sectoral partnerships

While all the participants resonated the call for collective action and strengthened dialogue, Ms. Lakshmi Menon Bhatia, Advisor, Social Responsibility, Gap Inc. and Director, Stakeholder Engagement, Fair Labour Association (FLA) asserted that the industry should look at its supply chain in the larger context of the poverty alleviation agenda. She emphasised on mapping supply chains and carrying out root cause analysis to address questions like “where do the children come from? How are they infused in the supply chains? What are the socio economic factors that compel children to work?”



Child labour can be best addressed by building sustainable and empowered communities. In spite of spending billions of dollars over the last fifteen years, the industry has not been able to scratch beyond the second tier of the garment supply chain, which is highly un-sustainable. Mapping of the supply chain and understanding the source dynamics and root causes of the issue will give stability and sustainability to the inventions. “Solutions have to take local voices”, strongly felt Ms. Bhatia, as the workers in the factories often suggest ways and methods that are fairly impactful and sustainable. Building partnerships with workers and taking the workers' point of view into consideration while working out a solution to the issue of labour rights' violation is imperative to any sustainable solution to decent work standards, including elimination of child labour. “All the stakeholders of garment supply chains must come out of their comfort zones and work towards addressing child labour,” she emphasized building synergies and knowledge from cross-sectoral partnerships and broad and strong multi-stakeholder initiatives such as the Multi-Stakeholder Garment Steer Group on Child Labour.

Following the presentation by the panelists, Mr Pradeep Kumar, Director, South Asia, Gap Inc. reiterated that the presence of the large number of international brands amid governments, associations, trade unions, NGOs here an indicator that brands are genuinely committed to an absolutely ethical supply chain. Brands have fairly robust monitoring mechanisms for ensuring labour standards through their compliance teams and in collaboration with their factories. However, the problem exist in the third- or fourth-tier with handwork, embellishments, etc, and the brands do not have the bandwidth or resources to go down to the last tier to ensure compliance and check the presence of child labour. Over the years, there is greater transparency and brands have reached a process of fair visibility, but the problem of child labour can not be dealt alone by the brands alone. The multi-stakeholder initiatives provide the partnerships opportunities to reach to the last tier and bring greater transparency and visibility to the supply chain, making them free of child labour. The domestic garment-manufacturing and retail sector is huge with poor or no compliance mechanism in the sector. “Child labour becomes a gray point when the domestic and international suppliers merge.” The garment-manufacturing sector should not be limited to the exporters and the multinational brands and retailers, but include the burgeoning domestic sector and its supplier base for an effective multi-stakeholder strategy to end child labour in this sector.

Mr Raphael Jose, Responsible Sourcing Manager – South Asia, Mothercare cautioned that sector specific approach may not yield adequate results. In 2001-02 numerous incidences of child labour violations in the garment sector were reported and in 2000 there were very few brands who had monitoring programmes to find these violations and rectify them. He opined that in recent years, child labour exists but not to a large degree in the garment-manufacturing sector, but in other allied occupations.

In closing, Mr Roselaers summed that the panel has provided great insight on the challenges and constraints in addressing child labour in the garment-manufacturing supply chain. However, more than that it has showed the intention and commitment for greater dialogue, engagement and collaboration through broader and stronger cross-linked multi-stakeholder initiatives that would engage with multinational companies, employers organisations, governments, trade unions and civil society organisations in India and the sub-region and also share and build linkages at the global levels to guide and support joint activities on corporate social responsibility, for example, ensuring the withdrawal of children found working in supply chains as well as developing long-term and sustainable solutions to preventing and eliminating child labour at all stages of production.

V. DISCUSSIONS AMONG THE INDUSTRY AND NON-INDUSTRY WORKING GROUPS

Working groups of industry and non-industry participants were formed to facilitate discussions on problems, progress, good practices and ongoing challenges and how to address these effectively in the future. Discussions were based on the perspectives of the different stakeholders and also considered mechanisms in moving the agenda forward, maintaining momentum and building on important foundations that had been laid by existing multi-stakeholder initiatives, in particular the Multi-Stakeholder Garment Steer Group on Child Labour in India.

Industry Working Group

The industry-working group was composed of the brands, retailers, manufacturers and their associations, social audit companies and the AEPC. It also had the World Sporting Goods Federation Industry representatives. The discussion was moderated by Mr McAllister. The discussions took place in closed door conditions with no non-industry participants in the group for unrestricted debate and unanimous steps for action and follow-up to end child labour. The following were presented as the key discussion by the industry working group Rapporteur Mr Sunil Jacob of Walmart Sourcing India during the open session after the discussions:

- Group participants acknowledged the importance of addressing child labour in garment supply chains, emphasising the need for industry actors to establish spheres and levels of influence on this complex issue.
- Group participants acknowledged the limitations of industry actors in terms of their capacities and influence in addressing child labour and, therefore, agreed that it was vital to establish partnerships internally and externally in taking concrete action.
- A key concern in building partnerships is the need to establish relationships built on mutual understanding, trust and confidence and anchored in shared goals and activities.
- As the supply chain gets longer, the visibility of the formal sector becomes more diluted. At the lowest levels of the supply chain, it was acknowledged that production activities could be cutting across export and domestic orders.
- Group participants felt that it was important to establish areas of focus for activities, for example, at source and/or destination areas.
- Group participants discussed definitions of child labour and agreed that any “exploitative” form of child labour is not acceptable.
- The monitoring model used by the Sports Good Foundation of India (SGFI) was presented and discussed. SGFI monitors homes where football panels are stitched. The mechanism ensures that all children of school-going age are in school. In addition, SGFI runs schools in Jalandhar in India.
- Group participants underlined the need to define the scope and areas of influence of the industry actors.
- It was noted that multinational brands are working together to identify areas that are predominantly used for garment handwork.
- Group participants discussed a “sustainable communities” approach as a possible means to address

the child labour issue. This would require identifying geographic locations that are high risk for incidence of child labour, identifying other sectors in those locations that are also vulnerable to child labour and then implementing an area-based approach to avoid children moving from one sector to another.

- Group participants discussed the challenge of addressing child labour in the “organised” and “unorganised” sectors (formal and informal sectors).
- In terms of raising awareness of child labour, group participants discussed the various levels at which it could conduct and/or influence such activities. In this respect, reference was made to the example of the Okhla Garment and Textile Cluster (OGTC) activities on raising awareness among sub-contractors.
- Group participants agreed that the most effective method to address child labour is through a “supply chain” or “community development” approach.

Mr Jacob outlined the following key outcomes from the industry working group:

- In spite of the complexity of the issue of child labour, the industry group is committed to its elimination and wants to play an active role.
- Group participants agreed that no exploitative form of child labour was acceptable in the garment supply chain and action to eliminate it should be based on a moral and human rights approach.
- The industry actors have their limitations and acknowledge that efforts to eliminate child labour from the garment supply chain must be embedded in a partnership approach built on mutual understanding, trust and confidence.
- Because of the size and depth of the garment supply chain, the scope of efforts to tackle child labour by industry would need to be more clearly defined and established. This should include establishing levels of responsibility.
- The industry would need to assess its capacity to tackle child labour at source level.
- Multinational brands will endeavour to work together at lower levels of the supply chain, including fabric mills, to address child labour.
- Multinational brands should establish at what stages supply chains become vulnerable to child labour and raise awareness on the issue and on ways it should be addressed, for example, hand embroidery work.
- Group participants feel it would be important for all stakeholders to establish and agree on the most effective, efficient and sustainable approach to tackle child labour, for example, supply chain or community development approaches.
- Group participants emphasised the importance of awareness, knowledge and capacity on addressing situations of child labour when it is found in the garment supply chain.

Non-industry Working Group

Similar discussion were undertaken in the non-industry working group which was composed representatives from government, ILO, UNICEF, trade unions and NGOs from India, Bangladesh, Ghana, Costa Rica, Peru, USA, Belgium, Netherlands and Poland. The discussion of working group was moderated by Mr Roselaers and the key discussions and outcomes were reported to the open session by Ms Ribhu.

The Rapporteur of the non-industry group reported that the group discussed the following:

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- Group participants noted that the Government of India is actively considering the ratification of ILO Convention No. 182 on Worst Forms of Child Labour. As well as ratifying ILO conventions, the government is also committed to reviewing and expanding the list of hazardous occupations that prohibits the employment of underage children.
- Concern was raised over the US Lists of Goods and Services Produced with Child and/or Forced Labour and the fact that India is on this list for its garment products. The government is currently engaged in efforts to remove India from the list and should include broader engagement with the different industry and non-industry actors.
- Group participants emphasised that government has the primary role in addressing child labour at national level.
- Group participants highlighted the need for there to be a comprehensive policy for child labour remediation across all sectors.
- Group participants acknowledged that the issue of “Sumangali” is grey area in terms of tackling child labour in the garment sector and needs particular and specific attention.
- Group participants called for improved transparency and mapping in and engagement with the supply chain through knowledge management and information sharing among all actors.
- It was noted that contractors are key actors in the supply chain as they are vulnerable to various factors and have minimal engagement with retailers, government, trade unions and NGOs. In this respect, group participants underlined the importance of increasing and improving the quality of awareness and capacity along the supply chain, especially among contractors and workers.
- Group participants acknowledged the significant role that multi-stakeholder initiatives can play in addressing child labour in the supply chain.
- Group participants highlighted the need for greater engagement with the domestic garment sector, including domestic brands and manufacturers.
- Group participants explicitly noted that child labour is not solely a development or CSR-related issue, but more importantly it is a matter of law and should be dealt with in this context as part of the elimination and prevention approach.
- Group participants reinforced the “watchdog” role that should be played by civil society, monitoring government action in implementing and enforcing legislation and industry to identify gaps to be addressed. In respect of industry, it was acknowledged that accountability of industry actors needs to be revisited and reinforced.
- Group participants agreed that the “unorganised” or informal sector is worst affected and needs focussed attention. Trade unions can support through organising workers in the informal areas of the supply chain and introducing more formal structures, workplaces and mechanisms.
- It was noted that outsourcing of production also supports outsourcing of worst forms of working conditions, including child labour.
- Group participants discussed existing multi-stakeholder initiatives in the garment sector and agreed that there is an urgent need to ensure that existing multi-stakeholder engagements become stronger, broader and deeper, including improved communications, coordination and information sharing, particularly in disseminating regional practices and experiences (knowledge management). Participants agreed that improved communications, information and knowledge sharing will support stronger engagement by all actors.
- Group participants called for the elaboration of a sector-wide action plan, including time-bound recommendations and indicators to support follow-up and impact assessment.

Ms Ribhu outlined that the following outcomes were agreed and elaborated by the non-industry working group:

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- Civil society has an increasing role to play in advocacy efforts on the identification and remediation of children found working in the supply chain and in promoting efforts towards elimination of child labour and promotion of education for all being taken by the government.
- Civil society is committed to working with government and all industry and non-industry actors in engaging with places of employment of unorganised workers in the supply chain.
- Civil society is committed to follow-up Roadmap 2016 and to broaden efforts being made towards its implementation in the context of the garment sector, including by encouraging other actors to become involved in activities, for example, the domestic garment sector actors.
- As a short-term goal, group participants support the broadening, deepening and strengthening of the Multi-Stakeholder Steer Group on Child Labour in the Garment Sector in India through the inclusion of other key national stakeholders, such as domestic industry actors and compliance auditors, to ensure improved coherence, coordination and communications. In the medium-term, group participants support proposals to explore the expansion of this approach at the Asian regional level, with India playing a lead role in this process.
- Group participants support and expect compliance with international and national laws relating to child labour elimination and to ensure implementation along the supply chain, particularly in places where non-compliance has been brought to the notice of industry actors.
- Group participants call for active engagement with all supply chain actors and the need for greater transparency of the supply chain.
- Group participants highlight the critical importance of enhancing knowledge management mechanisms and processes in the garment sector and among all actors, including on definitions, concepts, knowledge resources and capacity-building.

VI. SUMMARY OF WORKING GROUP OUTCOMES, KEY AREAS FOR FOLLOW-UP AND NEXT STEPS

Rapporteur of the International Consultation provided a synthesis of the working group reports, highlighting follow-up and next steps. It was noted industry-working group made a clear statement of commitment to address child labour in the garment sector which echoed the expectation from the non-industry group that business would comply with national law and international conventions. In addition, there was clear recognition that child labour is a complex problem and that while definition remains a challenge, all participants agree it has no place in the garment supply chain.

The industry group recognized the limitations of working alone and the need for partnerships which linked in closely to the proposal by the non-industry group to strengthen and expand the existing Multi-Stakeholder Garment Steer Group on Child Labour in India at national and regional levels as a way forward. There was a cautionary note about the need to build trust and confidence for effective collaboration which further reinforced the added value of broadening and deepening the existing national multi-stakeholder initiative on child labour.

While the non-industry group called for more work to be carried out further down the supply chain, below tier one, and the need for greater transparency of the supply chain, the industry group expressed a wish to explore how responsibility is shared down the supply chain, particularly at the lower tiers where the problems become a mix of workplace and societal issues. Nevertheless, it was agreed that multinational brands need to collaborate below tier one to support effective change, for example, with home-workers which is a particular area of risk.

There was common agreement on the need to share knowledge and ensure key concepts and issues are understood to promote collaboration and learning. An example was given of joint programmes that have started to tackle awareness while promoting learning and confidence among different partners. An increased role of advocacy for remediation was suggested which was in line with the expressed need to engage with the government, recognizing their unique role in providing social protection and the legal and policy framework.

Finally, the Rapporteur observed that there was a very constructive and positive spirit throughout the deliberations which provides a very strong foundation on which to build future collaborative action.

VII. CONFERENCE CONCLUSION AND PLAN OF ACTION

In his closing remarks Mr. Satyarthi said that it is heartening to see trust, commitment, honesty, candour and willingness among industry and non-industry groups to collectively address the issue of child labour by translating the strategies to concrete and time bound plan of action on ground. The existing garment multi-stakeholder initiative must be transformed into a proper partnership in order to render it as a sustainable and replicable model in the times to come.

Media is ubiquitous and is always scouting for exposé on which none of the stakeholders has any control whatsoever. In such a scenario it is all the more important for all the stakeholders in the garment supply chains to coherently work towards tangible outcomes for alleviating child labour.

The already existing garment multi-stakeholder initiative in India could be broadened by engaging other stakeholders who would be able to add significant value in addressing the issue of child labour in the garment supply chains. He emphasized on tangible actions towards community engagement by the means of sensitization and awareness building in source and destination areas of child trafficking. Cascading sensitisation on the issue of child labour in various tiers of the supply chain must be accorded for by the industry partners with the help of non-industry partners. Enhanced engagement of the existing multi-stakeholder partnership with the state authorities including labour inspectorate and other state owned agencies dealing with education and rehabilitation of children will also be an effective step towards a sustainable solution for alleviating child labour from the garment supply chains.

The enthusiasm among industry and non-industry groups to work in coherent, congenial and convergent partnership is key for all the stakeholders to keep their date with Roadmap 2016 and eliminating child labour from the garment supply chains.

Annex 1

PROGRAMME

9:30 – 10:15	Official Opening <i>Choir by former child labourers undergoing rehabilitation at Bal Ashram, India</i> Mr Kailash Satyarthi, Chairperson, Global March Against Child Labour Mr Ashok Singh, Chairman, Central Board for Workers' Education, Ministry of Labour and Employment (MOLE), Government of India Ms Tine Staermose, Director, International Labour Organization (ILO), Sub-Regional Office for South Asia Mr Tom Maasen, Head of Political Department, Embassy of the Netherlands Mr Patrick Itschert, General Secretary, International Textile, Garment and Leather Workers' Federation (ITGLWF)
10:15 – 10:30	Coffee Break
10:30 – 10:45	Introduction to Objectives and Process of Consultation Mr Peter McAllister, Director, Ethical Trading Initiative (ETI) and Consultation Rapporteur Mr Nick Grisewood, Executive Director, Global March
10:45 – 11:45	Policy and Legislative Frameworks Relevant to Garment Sector <i>Panellists:</i> Mr Ben Smith, Senior CSR Officer, International Programme on the Elimination of Child Labour (IPEC), ILO Mr Peter McAllister, Director, ETI Mr Piyush Sharma, Joint Labour Commissioner, Government of National Capital Territory (NCT) of Delhi Ms Chandrima Chatterjee, Director (Compliance), Apparel Export Promotion Council (AEPC), India Mr Patrick Itschert, General Secretary, ITGLWF Ms Lakshmi Menon Bhatia, Advisor, Social Responsibility, Gap Inc. & Director, Stakeholder Engagement, Fair Labor Association (FLA) <i>Moderator:</i> Mr Frans Roselaers
11:45 – 12:15	Plenary questions and answers to panellists
12:15 – 12:30	Summary of debate and key points by panel moderator
12:30 – 13:30	Lunch Break (buffet lunch will be provided for participants)

Contd...

- 13:30 – 15:00 **Working Group Sessions**
- Participants will split into 2 working groups:
Industry (multinational corporations and manufacturers)
Non-industry (trade unions, civil society organisations and other stakeholders)
- Working groups will focus discussions on key challenges facing the different stakeholder groups, including for example, supply chain monitoring, auditing systems including third-party and state systems, application of core labour standards, political and socio-economic issues, social dialogue, trade and trade relationship issues, pricing and others. Working groups will also begin to identify solutions that could address the various challenges and highlight the needs and expectations of the different stakeholder groups in implementing solutions. Initial discussions will also take place on the next steps that stakeholders would like to see put in place to move the agenda forward. This will include consideration of a Consultation Declaration that will be circulated prior to the meeting and other stakeholder expectations.
- 15:00 – 15:15 Coffee Break
- 15:15 – 16:00 **Reports from working group sessions**
- 16:15 – 17:15 **Summary of working group outcomes, key areas for follow-up and next steps**
Mr Peter McAllister, Director, ETI
- 17:15 – 17:30 **Official closing**
Mr Kailash Satyarthi, Chairperson, Global March

Annex 2

INTERNATIONAL CONSULTATION PARTICIPANTS

Sno.	Organisation
1	Adidas
2	Adidas Group
3	Apparel Export Promotion Council
4	Bachpan Bachao Andolan
5	Bal Ashram Trust
6	Bangladesh Shishu Adhikar Forum
7	Carrefour
8	Central Board for Workers' Education (Ministry of Labour and Employment)
9	Centre for Education and Communication
10	CESIP Peru
11	Child Labor Coalition US
12	Columbia Sportswear
13	Department of Labour (NCT), Delhi
14	Disney
15	Defence for Children International Costa Rica (DNI Costa Rica)
16	DRD Business Ethics and Consultancy
17	Ethical Trading Initiative
18	Fair Labor Association
19	Fair Labor Association/Gap Inc.
20	Fair Wear Foundation/ DRD Business Ethics and Consultancy
21	FES India
22	Gap Inc.
23	Ghana Agricultural Workers Union
24	Global Exports
25	Goodweave International
26	ILRF
27	Impactt Limited
28	Inditex
29	International Labour Organization
30	Intersport
31	INTUC - Karnataka (Garment Workers Union)
32	Level Works
33	Li&Fung India Private Limited
34	Marks & Spencer
35	Ministry of Labour and Employment, Government of India
36	Mothercare
37	MV Foundation
38	National Homeworker Group (NHG)
39	Next
40	NITRA

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41	OGTC
42	Poland Embassy in New Delhi
43	Poundland
44	Primark
45	SAVE Tirupur
46	SGS India Private Limited
47	SGS India Private Limited - CTS Social Responsibility Solutions
48	Social Accountability International / Gap Inc.
49	Solidaridad
50	Sports Goods Foundation of India
51	STR Responsible Sourcing
52	T-Group
53	TESCO Bangladesh
54	TUV Rheinland India Pvt. Ltd
55	Up2date India
56	US Embassy in New Delhi
57	VV Giri National Labour Institute
58	Wal-mart
59	Workers Right Consortium, India
60	World Federation of Sporting Good Industry

Annex 3

KEY DISCUSSION POINTS OF INDUSTRY AND NON-INDUSTRY WORKING GROUPS AND FINAL SYNTHESIS BY CONSULTATION RAPPORTEUR

Working groups of industry and non-industry participants were established to facilitate discussions on problems, progress, good practices and ongoing challenges and how to address these effectively in the future. Discussions were based on the perspectives of the different stakeholders and also considered mechanisms in moving the agenda forward, maintaining momentum and building on important foundations that had been laid by existing multi-stakeholder initiatives, in particular the Multi-Stakeholder Steer Group on Child Labour in the Garment Sector in India.

Below is a summary overview of the reports of the two working groups as well as a final synthesis of these key discussions and some indications towards next steps by the Consultation Rapporteur.

Industry Working Group

Key discussions by the industry working group included the following:

- Group participants acknowledged the importance of addressing child labour in garment supply chains, emphasising the need for industry actors to establish spheres and levels of influence on this complex issue.
- Group participants acknowledged the limitations of industry actors in terms of their capacities and influence in addressing child labour and, therefore, agreed that it was vital to establish partnerships internally and externally in taking concrete action.
- A key concern in building partnerships is the need to establish relationships built on mutual understanding, trust and confidence and anchored in shared goals and activities.
- As the supply chain gets longer, the visibility of the formal sector becomes more diluted. At the lowest levels of the supply chain, it was acknowledged that production activities could be cutting across export and domestic orders.
- Group participants felt that it was important to establish areas of focus for activities, for example, at source and/or destination areas.
- Group participants discussed definitions of child labour and agreed that any “exploitative” form of child labour is not acceptable.
- The monitoring model used by the Sports Good Foundation of India (SGFI) was presented and discussed. SGFI monitors homes where football panels are stitched. The mechanism ensures that all children of school-going age are in school. In addition, SGFI runs schools in Jalandhar in India.
- Group participants underlined the need to define the scope and areas of influence of the industry actors.
- It was noted that multinational brands are working together to identify areas that are predominantly used for garment handwork.
- Group participants discussed a “sustainable communities” approach as a possible means to address the child labour issue. This would require identifying geographic locations that are high risk for

incidence of child labour, identifying other sectors in those locations that are also vulnerable to child labour and then implementing an area-based approach to avoid children moving from one sector to another.

- Group participants discussed the challenge of addressing child labour in the “organised” and “unorganised” sectors (formal and informal sectors).
- In terms of raising awareness of child labour, group participants discussed the various levels at which it could conduct and/or influence such activities. In this respect, reference was made to the example of the Okhla Garment and Textile Cluster (OGTC) activities on raising awareness among sub-contractors.
- Group participants agreed that the most effective method to address child labour is through a “supply chain” or “community development” approach.

Key outcomes from the industry working group report are as follows:

- In spite of the complexity of the issue of child labour, the industry group is committed to its elimination and wants to play an active role.
- Group participants agreed that no exploitative form of child labour was acceptable in the garment supply chain and action to eliminate it should be based on a moral and human rights approach.
- The industry actors have their limitations and acknowledge that efforts to eliminate child labour from the garment supply chain must be embedded in a partnership approach built on mutual understanding, trust and confidence.
- Because of the size and depth of the garment supply chain, the scope of efforts to tackle child labour by industry would need to be more clearly defined and established. This should include establishing levels of responsibility.
- The industry would need to assess its capacity to tackle child labour at source level.
- Multinational brands will endeavour to work together at lower levels of the supply chain, including fabric mills, to address child labour.
- Multinational brands should establish at what stages supply chains become vulnerable to child labour and raise awareness on the issue and on ways it should be addressed, for example, hand embroidery work.
- Group participants feel it would be important for all stakeholders to establish and agree on the most effective, efficient and sustainable approach to tackle child labour, for example, supply chain or community development approaches.
- Group participants emphasised the importance of awareness, knowledge and capacity on addressing situations of child labour when it is found in the garment supply chain.

Non-Industry Working Group

Key discussions by the industry-working group included the following:

- Group participants noted that the Government of India is actively considering the ratification of ILO Convention No. 182 on Worst Forms of Child Labour. As well as ratifying ILO conventions, the government is also committed to reviewing and expanding the list of hazardous occupations that prohibits the employment of underage children.
- Concern was raised over the US Lists of Goods and Services Produced with Child and/or Forced Labour and the fact that India is on this list for its garment products. The government is currently engaged in efforts to remove India from the list and should include broader engagement with the different industry and non-industry actors.
- Group participants emphasised that government has the primary role in addressing child labour at national level.
- Group participants highlighted the need for there to be a comprehensive policy for child labour remediation across all sectors.
- Group participants acknowledged that the issue of “Sumangali” is grey area in terms of tackling child

labour in the garment sector and needs particular and specific attention.

- Group participants called for improved transparency and mapping in and engagement with the supply chain through knowledge management and information sharing among all actors.
- It was noted that contractors are key actors in the supply chain as they are vulnerable to various factors and have minimal engagement with retailers, government, trade unions and NGOs. In this respect, group participants underlined the importance of increasing and improving the quality of awareness and capacity along the supply chain, especially among contractors and workers.
- Group participants acknowledged the significant role that multi-stakeholder initiatives can play in addressing child labour in the supply chain.
- Group participants highlighted the need for greater engagement with the domestic garment sector, including domestic brands and manufacturers.
- Group participants explicitly noted that child labour is not solely a development or CSR-related issue, but more importantly it is a matter of law and should be dealt with in this context as part of the elimination and prevention approach.
- Group participants reinforced the “watchdog” role that should be played by civil society, monitoring government action in implementing and enforcing legislation and industry to identify gaps to be addressed. In respect of industry, it was acknowledged that accountability of industry actors needs to be revisited and reinforced.
- Group participants agreed that the “unorganised” or informal sector is worst affected and needs focussed attention. Trade unions can support through organising workers in the informal areas of the supply chain and introducing more formal structures, workplaces and mechanisms.
- It was noted that outsourcing of production also supports outsourcing of worst forms of working conditions, including child labour.
- Group participants discussed existing multi-stakeholder initiatives in the garment sector and agreed that there is an urgent need to ensure that existing multi-stakeholder engagements become stronger, broader and deeper, including improved communications, coordination and information sharing, particularly in disseminating regional practices and experiences (knowledge management). Participants agreed that improved communications, information and knowledge sharing will support stronger engagement by all actors.
- Group participants called for the elaboration of a sector-wide action plan, including time-bound recommendations and indicators to support follow-up and impact assessment.

Key outcomes from the non-industry working group report are as follows:

- Civil society³ has an increasing role to play in advocacy efforts on the identification and remediation of children found working in the supply chain and in promoting efforts towards elimination of child labour and promotion of education for all being taken by the government.
- Civil society is committed to working with government and all industry and non-industry actors in engaging with places of employment of unorganised workers in the supply chain.
- Civil society is committed to follow-up Roadmap 2016 and to broaden efforts being made towards its implementation in the context of the garment sector, including by encouraging other actors to become involved in activities, for example, the domestic garment sector actors.
- As a short-term goal, group participants support the broadening, deepening and strengthening of the Multi-Stakeholder Steer Group on Child Labour in the Garment Sector in India through the inclusion of other key national stakeholders, such as domestic industry actors and compliance auditors, to ensure improved coherence, coordination and communications. In the medium-term, group participants support proposals to explore the expansion of this approach at the Asian regional level, with India playing a lead role in this process.
- Group participants support and expect compliance with international and national laws relating to child labour elimination and to ensure implementation along the supply chain, particularly in places where non-compliance has been brought to the notice of industry actors.

3. In the context of the International Consultation, civil society actors include trade unions and non-governmental organisations at all levels.

- Group participants call for active engagement with all supply chain actors and the need for greater transparency of the supply chain.
- Group participants highlight the critical importance of enhancing knowledge management mechanisms and processes in the garment sector and among all actors, including on definitions, concepts, knowledge resources and capacity-building.

Final Synthesis of Working Group Reports by Consultation

Rapporteur of the International Consultation, Mr Peter McAllister, Executive Director of the Ethical Trading Initiative (ETI), provided a synthesis of the working group reports, highlighting follow-up and next steps. He noted that the industry working group made a clear statement of commitment to address child labour in the garment sector which echoed the expectation from the non-industry group that business would comply with national law and international conventions. In addition, there was clear recognition that child labour is a complex problem and that while definition remains a challenge, all participants agree it has no place in the garment supply chain.

The industry group recognised the limitations of working alone and the need for partnerships which linked in closely to the proposal by the non-industry group to strengthen and expand the existing Multi-Stakeholder Steer Group on Child Labour in the Garment Sector in India at national and regional levels as a way forward. There was a cautionary note about the need to build trust and confidence for effective collaboration which further reinforced the added value of broadening and deepening the existing national multi-stakeholder initiative on child labour.

While the non-industry group called for more work to be carried out further down the supply chain, below tier 1, and the need for greater transparency of the supply chain, the industry group expressed a wish to explore how responsibility is shared down the supply chain, particularly at the lower tiers where the problems become a mix of workplace and societal issues. Nevertheless, it was agreed that multinational brands need to collaborate below tier 1 to support effective change, for example, with home-workers which is a particular area of risk.

There was common agreement on the need to share knowledge and ensure key concepts and issues are understood to promote collaboration and learning. An example was given of joint programmes that have started to tackle awareness while promoting learning and confidence among different partners. An increased role of advocacy for remediation was suggested which was in line with the expressed need to engage with the government, recognising their unique role in providing social protection and the legal and policy framework.

Finally, the Rapporteur observed that there was a very constructive and positive spirit throughout the deliberations which provides a very strong foundation on which to build future collaborative action.



GLOBAL MARCH

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

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