



Tackling Child labour Programme

What we want to Achieve

Children at risk of or affected by child labour and young workers access their fundamental rights throughout the value chain

The challenges

152 million children are involved in child labour worldwide (*ILO Global Estimations 2016*) – among those, 72 million are engaged in hazardous work. Despite several commitments to eliminate child labour, the decrease is slowing down and many children are still working in exploitative conditions. Children are notably involved in global value chains, ranging anywhere from agriculture to manufacturing, from extraction to services.

Child labour occurs predominantly in rural and informal economies, and it is not just the lack of institutional protection in these sectors that increases the risk of child labour in value chain, in households production and family farms. In fact children are often highly vulnerable because parents' incomes are insufficient or because small family enterprises and farms cannot afford to replace child labour by hiring adults and youth.

The ethical performance of large enterprises is under increasing scrutiny from the part of customers, the media, investors and other stakeholders. Revelations of child labour in the value chain can damage a large enterprise's reputation and lead to a loss of revenue.

Our target groups

As a primary target group Terre des hommes (Tdh) focuses on children at risk of or affected by child labour in global value chains. To reach its main objective Tdh also intervenes with youth failing to reach decent work as a secondary target group. Tdh considers children as girls and boys under 18 and youth to be those aged 18-24 years. These age ranges must be adapted to the context in which activities are implemented: different realities, duties and regulations according to countries where we operate must be taken into account, as well as the different ways child labour impacts girls and boys and the gender division of labour within local economies.

Our 2020 goals and strategic vision

Terre des hommes (Tdh) is contributing significantly and sustainably **to prevent child labour in the value chain of large enterprises**. Terre des hommes also intends to contribute to strengthening the appropriate systems to protect children at risk and or affected by child labour and will promote access to their rights in West Africa and Asia. Terre des hommes is recognised for its expertise in this area and sought by large enterprises seeking to reduce child labour and improve their working conditions.

We want to work **at each step of the value chain involving children and youth**, e.g. with local operators, with intermediaries who export the goods produced and with large enterprises who have the responsibility to respect children's rights. Our practice is to align our interests with large enterprises **to mitigate the risks of child labour in value chain** and to co-develop and integrate **innovative and context appropriate ways** to increase options for children to avoid engagement in hazardous exploitative labour.

The Tackling Child Labour (TCL) programme directly contributes to SDG targets 3, 8.7, 16.2 and 17.



It also endeavors to protect the rights of children to protection (article 19 of the Convention on the Rights of the Child), as well as the involvement of the family and the community in the development of children (article 5), and the protection of the rights to non-discrimination (article 2), to have their best interest taken into consideration (article 3), to life survival and development (article 6), right to participation in all matters affecting them (article 12).

The critical changes needed to address the challenges and achieve our goal

Our Theory of Change illustrates the changes that we believe need to happen in order for children at risk of, or affected by, child labour and youth in global value chains to access their fundamental rights of protection and development. We are in the middle of a paradigm shift, as consumer pressure, fuelled by social media as well as investors, are driving businesses to do more than philanthropic activities about the global social environment impact of their value chain. It is about structural change in the way in which large enterprises look at mitigating risks of child labour in their global value chain. The OECD Guidelines for Multinational Enterprises¹ and the UN Guiding Principles on Business and Human Rights² provide a global standard of practices that is now expected from all governments and large enterprises when addressing corporate impact on human rights. These Guiding Principles represent a milestone in the business and human rights discussion and are internationally agreed to help large enterprises eliminate the worst forms of child labour. Along with over 80 other Swiss non-governmental organizations (NGOs), Tdh supports the Responsible Business Initiative. The objective of this popular initiative is to require large enterprises to incorporate the protection of human rights and the environment into all business processes.

Based on our analysis, we have identified three interrelated pathways of change, involving three groups of actors, described below. Building on our past expertise and our country focus - as the Swiss based leading Relief Agency for children's aid in geographical proximity to Swiss and European multinational headquarters - the programme will target large enterprises working in cotton (from seed production to garment, as a member of Better Cotton Initiative , BCI) and extraction (more specifically gold) value chains, as Tdh has been working for more than a decade on gold mining. As a member of Tdh International Federation, Tdh will work in collaboration with Tdh Germany on the cotton sector and support Tdh Netherlands initiatives on the Mica sector.

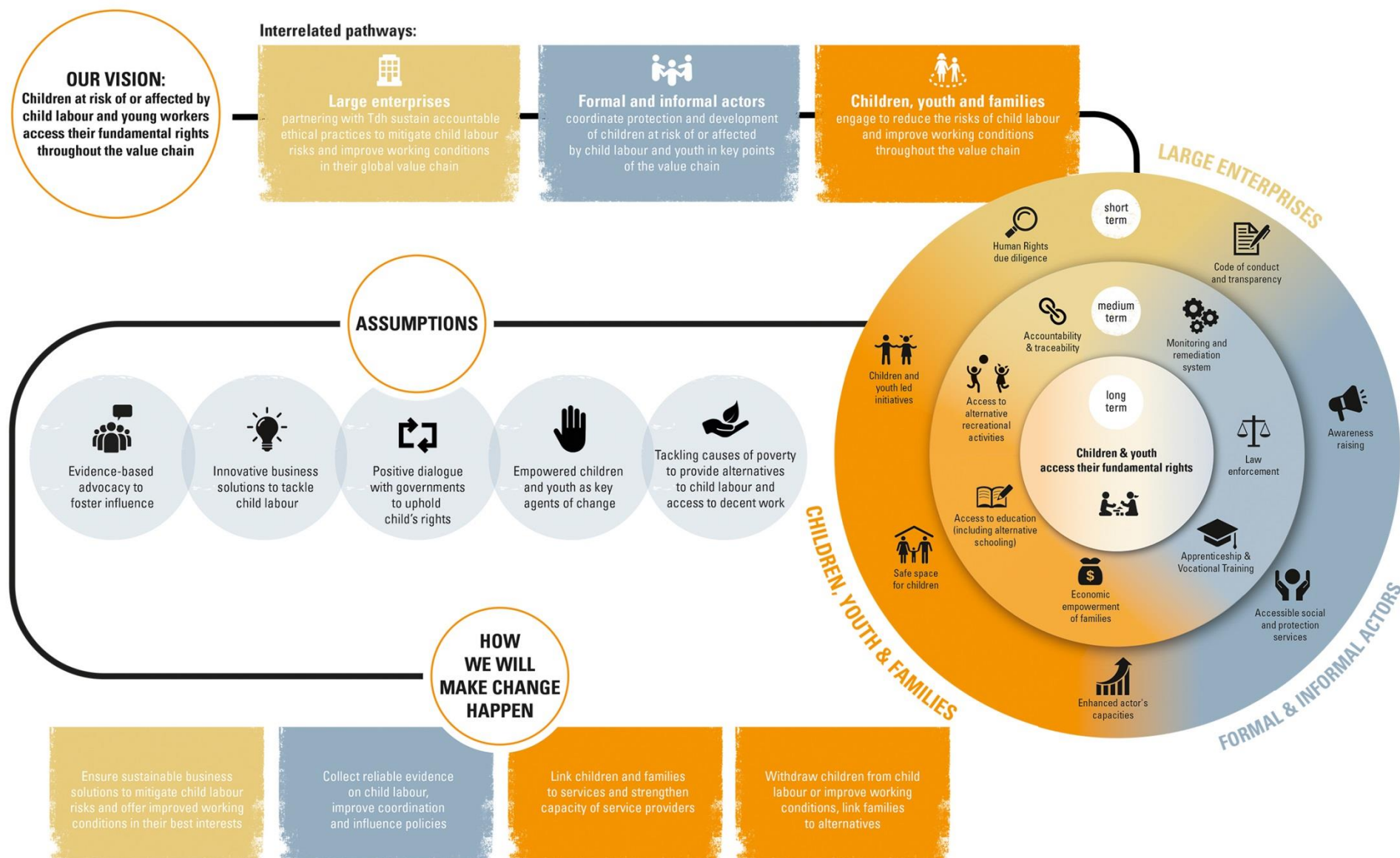
¹ <http://mneguidelines.oecd.org>

² Guiding Principles on Business and Human Rights: implementing the United national 'Protect, respect and Remedy' Framework, 21 March 2011 - http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

All of our programme interventions will be designed to contribute to one or more of the changes illustrated in these pathways:

1. **Large enterprises** in global value chains - we will partner and work with them to sustain accountable ethical practices that mitigate child labour and improve working conditions for children and youth: Tdh effort is to align its interests with companies to mitigate risks of child labour and work with them to explore options to tackle the issue or adapting the individual situation building on other peers experience .
2. **Formal (government) and informal actors**, such as communities, unions and formal institutions - we partner and work with them to coordinate protection and development of children at risk of or affected by child labour and youth at key points in the selected value chains.
3. **Children, youth and their families**, - we will engage with, support and work with them to reduce the risks of child labour and improve their working conditions throughout the selected value chains.

Theory of Change Tackling Child Labour



The change pathways in our Theory of Change are informed by Terre des hommes' decades of experience of working on child labour, and evidence of the impact and added value of our work. They are based on **five key assumptions** about how we think our programme can best influence change:

Assumptions: Large enterprises

Tdh believes that advocacy based on evidence is the most effective way to influence and support enterprises to tackle child labour. Therefore we will partner and work with selected enterprises to improve practices, rather than denouncing them or "naming and shaming".

Tdh believes that innovative business solutions can address the problem of child labour in value chains and that business value can be created as a result. Therefore we will adopt a 'Shared Value' approach to address the challenge of child labour.

Assumptions: Formal and informal actors

Tdh recognises the importance of engaging in positive dialogue with governments. We assume that by doing this we can influence, and support them if necessary, to fulfil their duties in upholding children's rights.

Assumptions: Children and families

Tdh believes that children and youth will take the opportunity to change their living and working conditions and voice their opinions if they are empowered and supported to do so. Therefore, we will respect and support children and youth as active agents of change.

Tdh recognises that poverty is one of the primary causes of child labour. Therefore, we will focus on providing alternatives to child labour for children and their families and improve their working conditions as well as support youth pursuing decent work e.g. education, vocational training, livelihoods, as well as addressing discriminatory social norms.

Terre des hommes' added value and contribution to change

In its work to tackle child labour, Tdh makes a **critical distinction between child work and child labour**. We evolve in the international legal framework set by the United Nations and International Labour Organisation Conventions, and mostly tend to adapt our approach according to the context and the situations, always in the best interest of the child. With this in mind, child labour refers to all kinds of labour which jeopardize a child's physical, mental, educational or social development. On the contrary, child work refers to the participation of children in any paid or unpaid economic activity, or activities to support families and family care-givers which are not detrimental to their health and mental and physical development. The border between these two categories is unclear, but some situations require complete withdrawal nevertheless, and sometimes only the improvement of the working conditions can shift children from child labour to light work.³

Due to the complex nature of the problem and the multiple determining factors, Tdh believes the most optimal way to address the issue of child labour in value chain and bring long-lasting solutions is through the integrated efforts and cooperation of multiple stakeholders. To do so, our entry point will focus on **evidence-based advocacy**. As a result, Tdh will address the challenges of child labour and contribute to positive change by **working in partnership with key actors** to build up their understanding and expertise. Tdh also believes that a specific attention to gender differences is required to develop effective projects and advocacy campaigns, as child labour patterns may differ by gender. For instance, in rural areas boys usually have higher participation rates in economic activities compared to girls. However, when domestic work - as household chores - is included in the data, girls have higher total work participation

³ <http://www.terredeshommes.org/resources-press/positions/>

rates at all ages. In fact, gendered roles have to be considered in order to address child labour comprehensively, together with the different vulnerability risks that boys and girls may encounter in their daily reality.⁴

Children and their families always remain at the core of **Terre des hommes-initiated interventions**. Beyond providing basic services – which can secure quick wins related to health, nutrition or WASH - Tdh will encourage children and youth to develop innovative child-led solutions to ensure access to alternatives for themselves and families affected by or at risk of child labour, and to empower youths. Tdh is already engaged in exploring cutting-edge and innovative interventions, ranging from a change in mindset to technological products. Tdh has a long experience working with **children and families** to build confidence, life skills and enable children to express their views and access safe spaces and opportunities. It has a strong understanding of the different vulnerabilities of girls and boys and has developed a range of approaches to children and youth empowerment.⁵ Furthermore, it recognises the need for gender analysis in its understanding of change and gender sensitive approaches to enable the latter. Accordingly, Tdh acknowledges the need to address the perspectives of both girls and boys without generalizing their priorities by gender, further considering inequalities in decisional power so as to identify means of supporting an equitable distribution of benefits and opportunities.

Tdh recognises that it alone cannot sustain support to children in the long term, so alongside working with children and families, Tdh will identify **key government and informal actors** involved in child protection and child labour monitoring to build capacities and strengthen child protection systems to offer alternatives to child labour. Tdh believes that formal and informal child protection mechanisms must complement each other to ensure sustainable and holistic solutions to child labour.

Building on its experience of working with employers and being considered a crucial ally in tackling child labour, Tdh will provide tailored support and technical advice to **large enterprises and private sector stakeholders** in selected value chains, to shift understanding of the risks of child labour and develop practical approaches to monitoring the latter while improving working conditions. Thanks to its experience and expertise, Tdh will be able to link large enterprises to the communities surrounding their value chains. As an international organisation based in Switzerland, Tdh's focus is to surface key drivers of the worst forms of child labour and to develop interventions to counteract them (preventing push factors at community, family and individual level and pull factors from unethical business). Due to its expertise in Child Protection, Tdh is looking to make visible hidden and overlooked children who are working in the margins associated with global value chains and identifying solutions together in these informal spaces, such as in gold mining or cotton production, at the beginning of the global value chain. Tdh anticipates to work with large enterprises on these issues comprising the whole value chain, from initial production to final products. Tdh will look at implementing innovative solutions which emerge from interactions between large enterprises, local stakeholders in evidence-based approach and research.

To tackle the multidimensional issue of child labour, we developed **a holistic and integrated approach to child protection**. It addresses all elements of the Child Protection System (CPS), to ensure children have access to their fundamental rights of protection and development. The CPS is defined by a variety of actors, services, capacities, policies and laws. Beyond providing basic services – which can secure quick wins related to health, nutrition and WASH (Water, Sanitation and Hygiene) – Tdh intends to offer alternatives to children and families to improve living and working conditions. For instance supporting livelihoods through income generating activities is key to avoid detrimental family coping mechanisms such as child labour and ensure access to decent work.

⁴World bank Group- <https://openknowledge.worldbank.org/handle/10986/11210>

⁵ <http://www.time-to-talk.info/en/home/>

To effectively respond to child labour risks, based on its expertise in the mining sector, Tdh will co-develop a **comprehensive monitoring and remediation system** at key points of the value chain, to ensure a clear understanding of the problem across the value chain, with appropriate capacities and systems developed to prevent, identify and respond to risks.

How we will measure our contribution to change

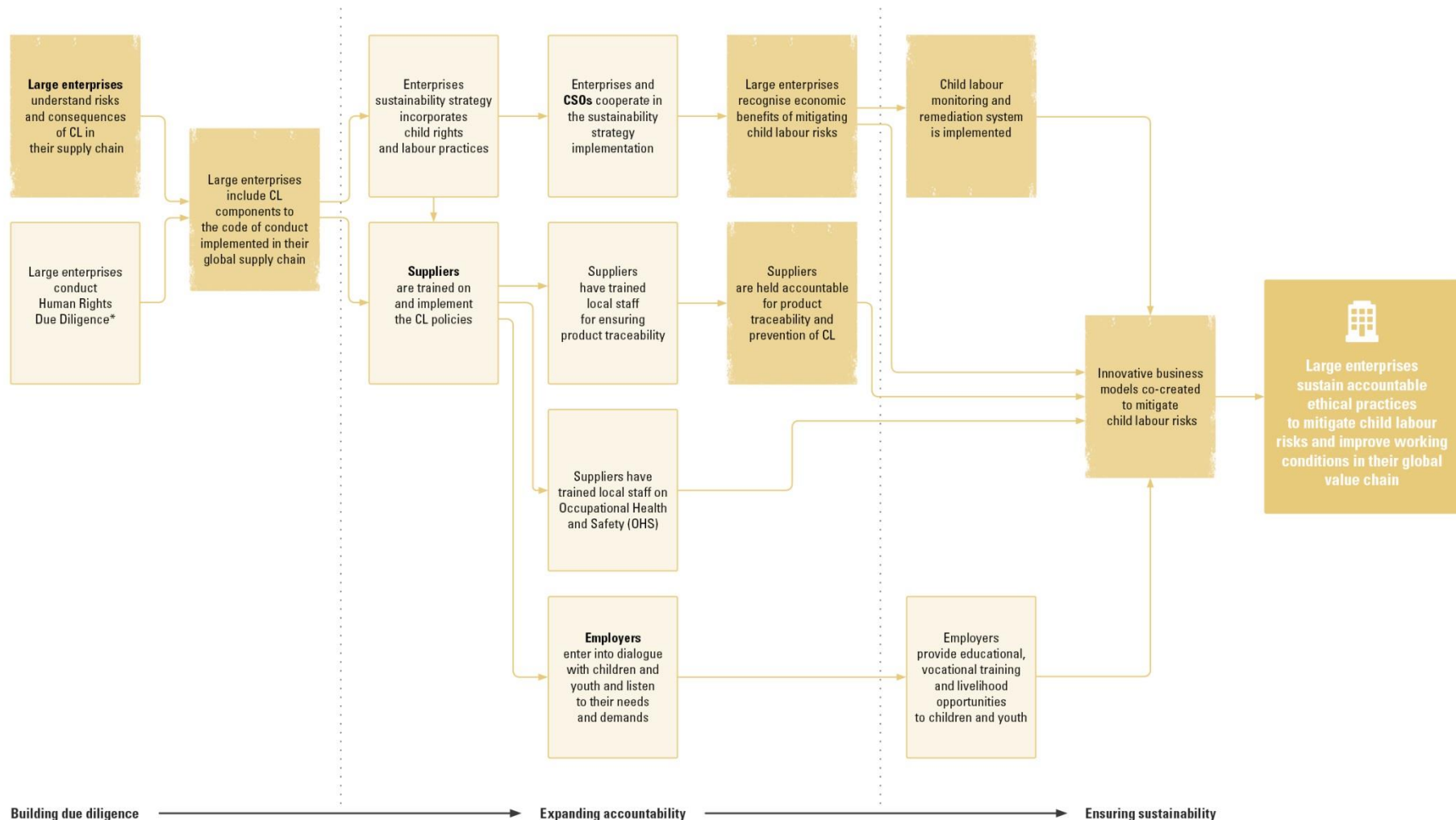
Every year, through our project and programme monitoring and evaluation systems we will test our assumptions and gather evidence about our contribution to change. In order to do this, we have identified **seven programme outcome indicators**, related to our Theory of Change pathways:

Indicators: Private Enterprises	Indicators: Formal and informal actors	Indicators: Girls and boys and youth
<p>Level of mobilisation and participation of private enterprises and academic organisations involved in the thematic of child labour, in the workshops and other coordination events organised by or with Tdh.</p> <p>Number of MoUs with large enterprises that reflects their commitment and specifies Tdh's role, the services that Tdh can provide at each stage of the value chain, and the partnership terms.</p>	<p>Number of girls and boys and youth victims of labour exploitation accessing social and protection services.</p> <p>Number and Percentage of children [separated or unaccompanied] who have been identified [through Tdh interventions] as being child labourers who are reintegrated into their family and/or community of origin, or through alternative care.</p>	<p>Number of children, family and community members that understand the risks of labour, their rights and development opportunities through multi-disciplinary and integrated preventive activities.</p> <p>Level of integration of working children needs and demands in Tdh advocacy activities (internationally, to ILO, decision-makers, unions and civil society).</p> <p>Number of media articles that have communicated in a relevant way opinions and needs of working children, in Switzerland, Europe and in specific contexts.</p>

Our detailed pathways of change

The detailed pathways of change for children and their families, formal and informal actors and large enterprises are shown below. The pathways illustrate **what kind of changes** we hope to see in the short, medium and long term, and list the **programme strategies and interventions** that we will use to contribute to change. During this strategic period, we will **focus and prioritise our programme efforts** towards achieving specific changes highlighted in our Theory of Change visual. The priority changes, reflected in the summary visual above, are highlighted and illustrated by a darker colour in the detailed pathways below. All new programme interventions will be designed to contribute to one or more of these pathways.

Theory of change Changes in Large Enterprises



Programme strategies and interventions:

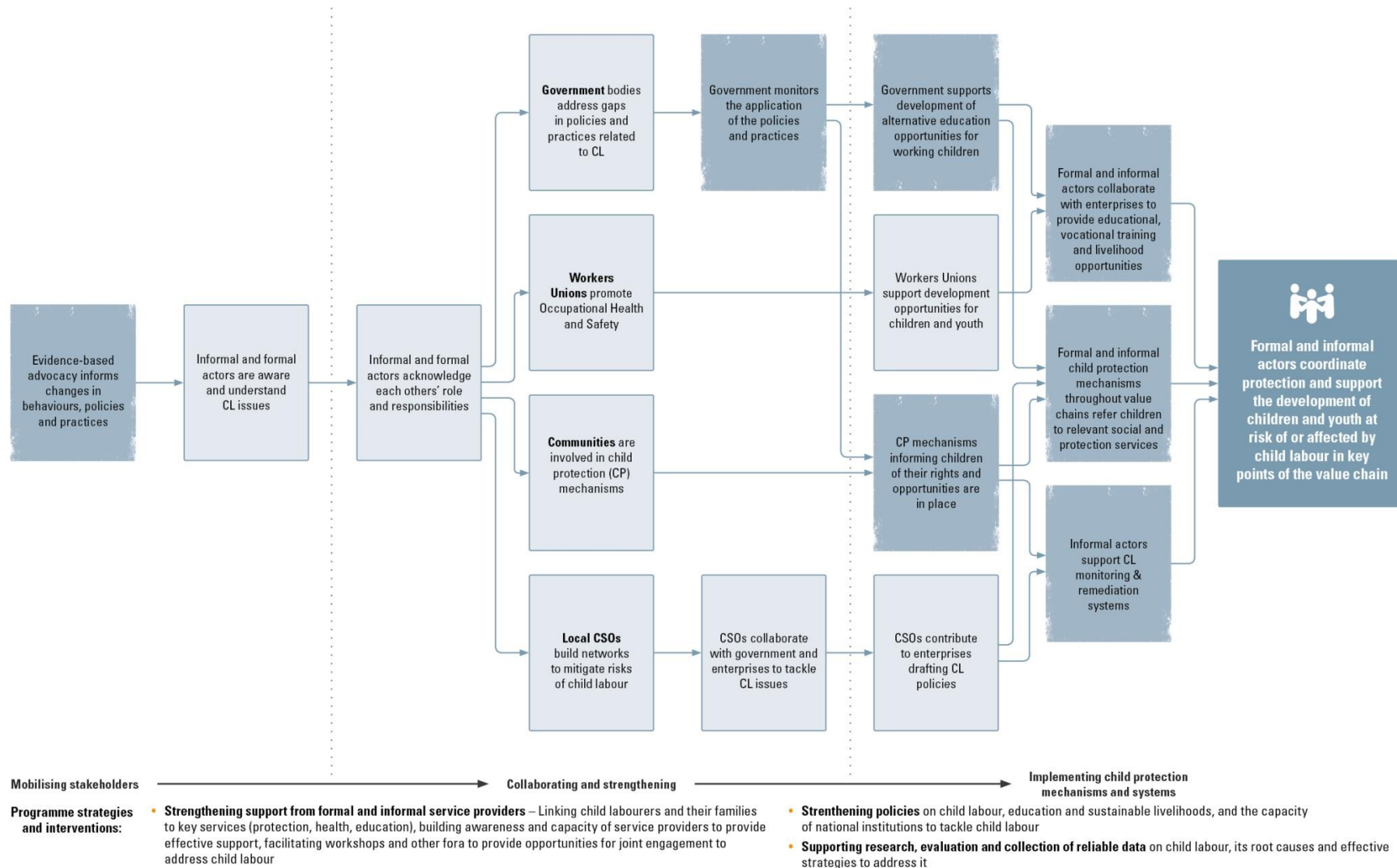
- **Influencing employers and their associations** – Identification of children at risk of or affected by child labour, developing and agreeing codes of conduct, awareness raising on the risks of child labour, improving working practices and conditions for children and youth in employment, withdrawal of children from worst forms of child labour

- **Identifying innovating business solutions and shared value initiative** – Forming partnerships and working with enterprises to identify opportunities for increasing profits, decreasing costs and enhancing competitiveness through mitigating child labour

* An ongoing risk management process in order to identify, prevent, mitigate and account for how [a company] addresses its adverse human rights impacts. UN Guiding Principle on Business and Human Rights

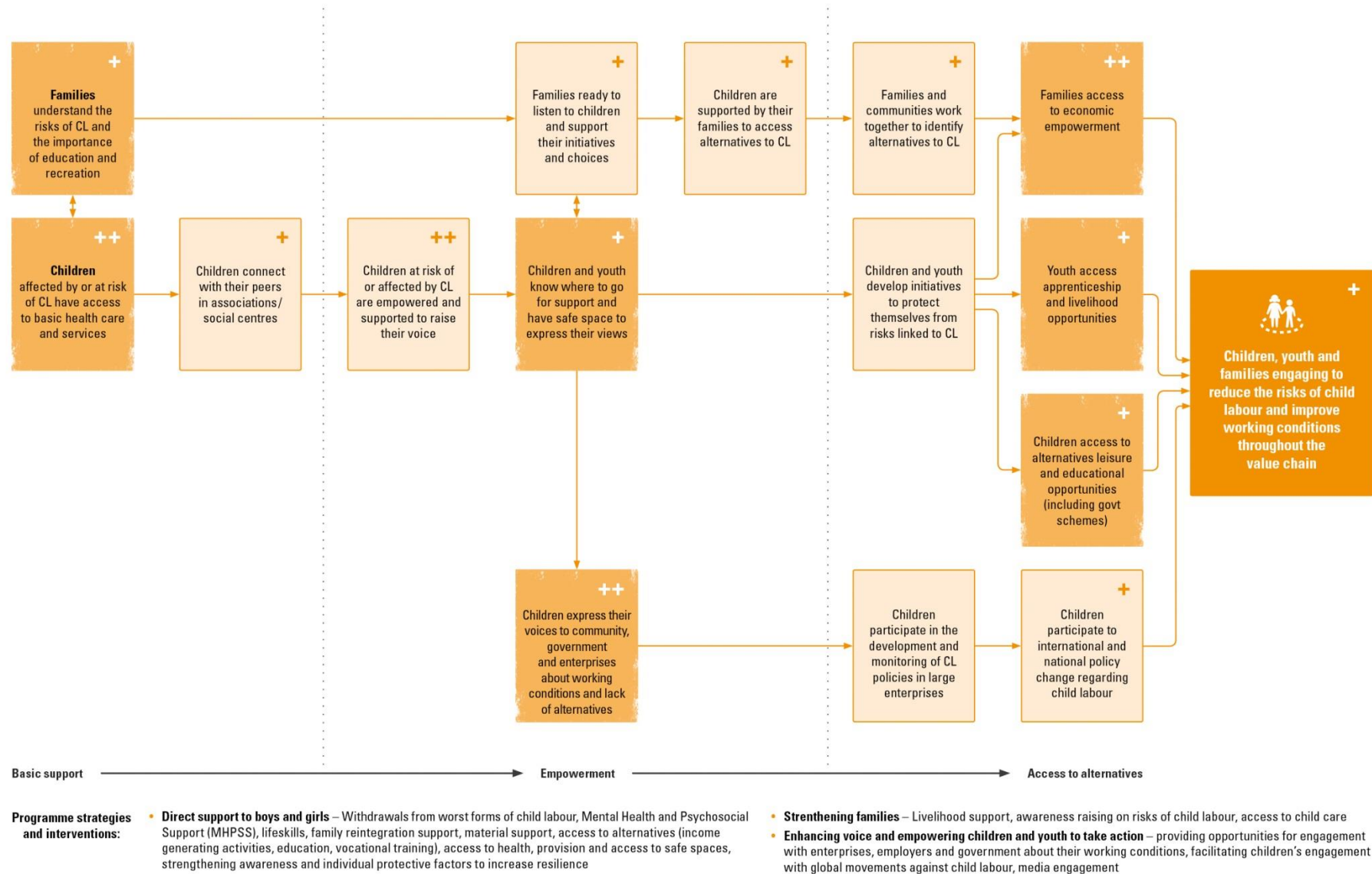
The priority actions within the change pathways are shown in a darker color

Theory of change Changes for formal and informal actors influencing protection of children at risk of or affected by CL



The priority actions within the change pathways are shown in a darker color

Theory of change Changes for Children and Families



How we will use the Theory of Change

We will use our Theory of Change to guide the design of the new programme, project and advocacy interventions and to support the monitoring and assessment of Terre des hommes' impact and added value in contributing to positive change in the lives of children at risk of, or affected by, child labour and youth. The programme team will review the ToC assumptions and change pathways on an annual basis (more frequently if needed in response to changing operating contexts). The review process will involve:

- Updating the contextual analysis for the global programme.
- Analysis of monitoring and evaluation information gathered by programme interventions against the programme global indicators.
- Assessing the quality and extent of evidence supporting or challenging the programme pathways of change, including whether the key assumptions are holding true.
- Identifying evidence gaps and prioritising areas for focused research and learning during programme implementation.
- Reflection, generation and dissemination of lessons learned, including information from focused research, convergences and capitalisation meetings.
- Developing global, regional and national strategies and action plans to bring about change.

We will also use our Theory of Change to communicate and share our understanding of change with our key stakeholders, including our donors and international and national partners, as well as peer organisations and actors also working on child labour. We will use this as a basis for identifying potential areas for collaboration, complementarity and advocacy for achieving change for children at risk of or affected by child labour across the countries and contexts where we work.

How this Theory of Change relates to other programmes' ToC

Due to the complexity of the issue of child labour and the numerous determining factors, it is necessary to apply a holistic approach when addressing child labour. Maternal and child health, WASH, migration, juvenile justice components can be integrated into a comprehensive response to improve working conditions of children and youth, and support their communities.

More specifically, the Tackling Child Labour programme works closely with the Children and Youth in Migration and the Access to Justice Programme as well as with the unit for Transversal Protection. Together we develop coherent approaches on a number of related topics such as:

- Institutional strengthening of child protection systems
- Community-based child protection mechanisms
- Participation-Empowerment-Resilience

Child labourers are also present in emergency contexts. This is why it is essential to coordinate with the Humanitarian Aid division when addressing such issues.

Finally, advocacy is an unavoidable and cross-cutting element for all Programmes. Evidence-based advocacy is a crucial driver to advance child labour agenda and thus an essential entry point to our Theory of Change. It requires coordination with the other Programmes – especially on cross-cutting issues such as trafficking (linked to migration and child labour) – and the support of the Advocacy Programme. Campaigns and international advocacy are coordinated and implemented in conjunction with the members of the TDHIF (Terre des Hommes International Federation) working group.