

# GOOD PRACTICES IN ELIMINATING CHILD LABOUR IN AGRICULTURE

## TOOLKIT 1:

### COMMUNITY CHILD PROTECTION COMMITTEES (CCPCs)

**Identifying vulnerable children and families  
in agricultural areas**







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# WHO CAN BENEFIT FROM THIS TOOLKIT?

This toolkit is designed for those who are looking for ways to start engaging with communities and establishing community-based child labour monitoring systems such as:

- **Governments**
- **Businesses**
- **Civil society**
- **Practitioners**
- **Other stakeholders**



The toolkit provides an overview of tasks and roles of the Community Child Protection Committees (CCPC, also called Child Labour Committees), steps for implementation, key aspects to consider, good practices, potential challenges, specific tools for setting up the CCPCs and collecting and managing data.

## CCPC PRINCIPLES

- **A rights-based approach**
- **Participatory and inclusive**
- **Sustainable**
- **Gender and context sensitive**
- **Transparency and accountability**



“

Thanks to our efforts, child labour is now decreasing in the community. **I visit families to help them understand the consequences of child labour. In the past many families in the community involved children in farming doing tasks that a child should not perform.** Thanks to our efforts, child labour is now decreasing in the community.”

Eliya, CCPC member, Mozambique

# WHAT IS A COMMUNITY CHILD PROTECTION COMMITTEE?

## OVER 70% OF ALL CHILD LABOUR IS IN AGRICULTURE

Mostly on smallholder farms where children work as part of unpaid family labour. The dispersed nature and informality of smallholder agricultural production and limited local capacity and reach make it challenging for businesses and labour inspectors to identify and monitor child labour.

Community Child Protection Committees (CCPCs) are groups of community members, such as parents or caregivers, teachers, community leaders and farmers who are trusted by the community and who understand the local context. By meeting and interacting with others in their communities, they raise awareness of child labour, identify children at risk of or in situations of child labour, document cases, and suggest actions to be taken.

The CCPCs are set up in close collaboration and agreement with the community. Often times the CCPCs are driven by voluntary members, allowing the community members themselves to engage and help address child labour issues.



“

My family depends on farming, growing tobacco, grains and vegetables. When I was 11 years old, I dropped out of school as we could not afford to pay the fees. **Thanks to the activities of the CCPC, I was identified and supported to go back to school**”

Baptista André, student, Mozambique

## CCPCS CAN BE SUCCESSFUL IN:

- Hard to reach areas and sectors
- Agricultural areas that are mostly made up of smallholder farms
- Areas where official labour inspections and auditors have limited reach



# WHAT CAN CCPCs DO AGAINST CHILD LABOUR?

## Identify **Child labour locally**

Local community members are trained to understand child labour and perform visits to households and farms to prevent child labour and refer children and families to support services.

## Engage **Governments, businesses, unions, and communities**

Proper identification and monitoring of child labour allows governments, businesses, unions, communities and other actors to:

- **Target investment and actions** to better prevent child labour, as well as to mitigate and remediate it when it happens
- **Track and demonstrate progress over time**, especially on SDG target 8.7
- **Build local capacity** to sustain efforts
- **A cost-efficient way** to comply with international standards and conventions

## Reach **Vulnerable children and families**

Community-based child labour monitoring mechanisms, such as the Community Child Protection Committees (CCPCs), provide local and on-going monitoring that complements labour inspection and formal auditing systems, reaching the more vulnerable children. Community members, who understand the local context and have a connection with individual households and farms, lead these monitoring activities.

## Advance progress **SDG target 8.7 to end child labour by 2025**

To achieve the SDG target 8.7, children and young workers in the informal sector and on smallholder farms need to be identified and reached.



**One of the most potent means of addressing child labour is to regularly check the places where girls and boys may be working”<sup>1</sup>**

International Labour Organization (ILO)

# HOW DO CCPCS SUPPORT EFFORTS AGAINST CHILD LABOUR AT ALL LEVELS?

CCPCs support efforts to fight child labour in line with national and international standards. By establishing local monitoring systems that build on local knowledge and expertise and specifically focus on identifying children at risk of or in situations of child labour, the CCPCs translate international human rights and labour rights conventions and national standards into practice in local communities.

## INTERNATIONAL LEVEL

### Aligning with standards and showing progress against obligations and development goals

- Human Rights Reporting: UPR, CRC, ILO Conventions (182, article 5)
- UN Guiding Principles on Business and Human Rights, OECD Guidelines
- ESG reporting, GRI Standards, ISO
- Sustainable Development Goals



## NATIONAL LEVEL

### Complying with national laws and advancing action plans and development goals

- Mandatory Human Rights Due Diligence
- National Development and Child Labour Action Plans, National Steering Committees
- Legislation: health, education, labour, rural development, social protection systems



## DISTRICT LEVEL

### Receiving, analysing and sharing community information for resource allocation and planning

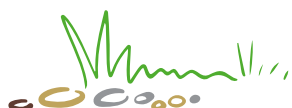
- Connecting local realities to national plans and systems
- Translating national plans to locally relevant solutions
- Coordinating relevant child protection actors



## LOCAL LEVEL

### Identifying, monitoring, preventing and reporting on child labour directly in communities

- Raising awareness to prevent child labour
- Connecting to available local systems
- **Strengthening local child protection capacities:** Committees, children, parents, teachers, local leaders, farmers, local authorities and police, companies





# OPPORTUNITIES

## For Governments



- **Build** local structures that support efforts to implement a national Child Labour Monitoring and Remediation System (CLMRS)
- **Contribute** to international human and labour rights reporting requirements, such as the Universal Periodic Review and reports to the ILO Committee of Experts on the Application of Conventions and Recommendations.
- **Strengthen** national development strategies and local capacity building on child and social protection system.
- **Overcome** the logistical and financial burden related to the establishment of sector-specific (tea, sugar, tobacco, etc.) monitoring, where scattered farms are to be visited.

## For Businesses



- **Help** comply with mandatory human rights due diligence regulations and the UN Guiding Principles on Business and Human Rights
- **Low-cost and sustainable solution** for continuous monitoring of child labour and other human rights impacts. Capture change of risks over time.
- **Consult** with local communities and farmers on actual and potential risks
- **A peer-to-peer monitoring approach**, means to access even the most hidden or transient child labourers who may not be visible to company personnel who do not have a connection to the community.

### We can support you

ECLT can help mobilise the community and form these committees, encourage the local government, school representatives, unions and private sector to join and build the necessary capacity and support. If CCPCs already exist, ECLT can strengthen these groups.





# WHAT DO COMMUNITY CHILD PROTECTION COMMITTEES DO?

**The main tasks and opportunities of the CCPC are to:**

- **Identify** child labourers and children at risk
- **Conduct regular and repeated visits** to farms and households to engage with farmers and families
- **Determine risks** to which children and young workers are exposed
- **Initiate dialogue and awareness-raising** with parents, caregivers and farmers on the child labour risks and other children's rights issues
- **Seek and obtain children's views** on their work, why they are working and preferences in terms of remediation
- **Link children and adults to remediation services**, e.g. education, training, basic support services and social support
- **Identify if services are adequate** and make suggestions to improve or expand
- **Collect and manage data** on child labour at the community level through intake & monitoring forms
- **Share collected data** with District Labour Offices, school councils, and local organization dedicated to child rights and identify and analyse on-going trends to ensure future resource allocation

## APPROXIMATE SIZE AND REACH OF COMMITTEES

One committee can reach around **255 households**.

Number of committee members **15** (**13 adults and 2 children**).

Each adult committee member can on average reach **17 households**.



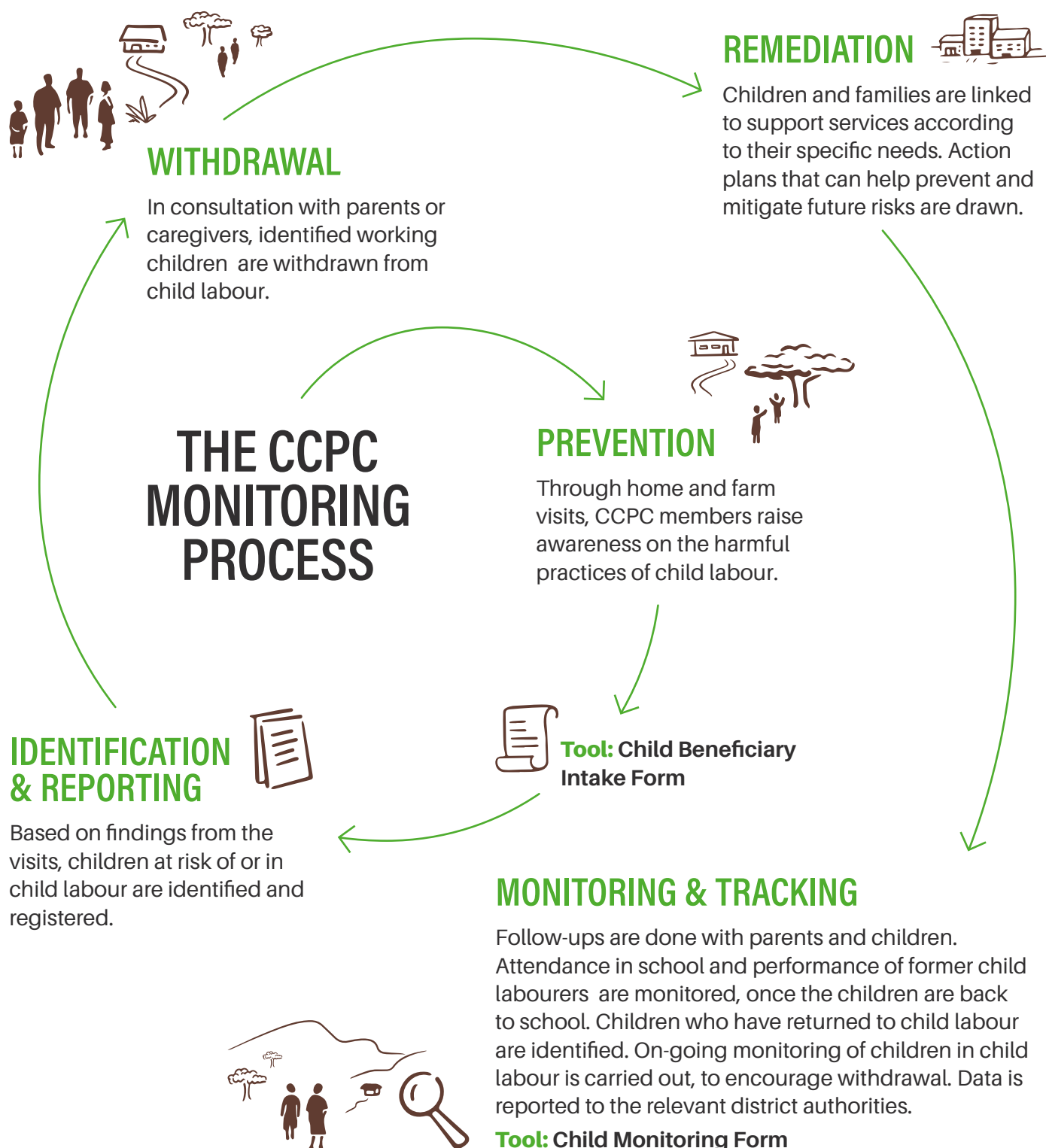
“

**We have decreased school dropouts. We have helped to stop early marriages and educated parents on the consequences of child labor. We are proud to be part of this initiative ”**

CCPC from Mozambique







### We can support you

ECLT can support you with developing targeted data collection forms adapted to the local context.





# GETTING STARTED WITH CCPCS

To be successful in creating effective and sustainable CCPCs, some essential technical elements need to be covered during the implementation phase.

The following section will provide technical guidance on getting started with implementation.



## WHO CAN BE INVOLVED IN THE COMMUNITY CHILD PROTECTION COMMITTEE?

Depending on the local context CCPCs will include different stakeholders. To the extent possible, ECLT encourages engagement of various stakeholders.

The committee members are often volunteers, including influential members of the community. The members are selected by the community based on criteria including: interest in children's rights, their status within the community, and their literacy skills.

### Members that actively conduct awareness raising and monitoring:

#### PARENTS / CAREGIVERS

- Guidance, counselling, and support to children and families in the community
- Ongoing contact with teachers

#### TEACHERS

- Act as the liaison between CCPCs and schools
- Organise reenrolment of former child labourers in school
- Raise awareness of teachers and children to avoid stigmatisation of child labourers by fellow students
- Monitor withdrawn children's attendance and performance in school
- Provide feedback to other CCPC members to enable follow-up in case of absence from school
- Help to smoothen the work-to-school transition of former child labourers





## Members that participate in engagement, information exchange and support activities:

### COMMUNITY LEADERS

- Establish trust towards the work of the committee within the community
- Facilitate the work of the committee
- Ensure authority and recognition of the committee

### UNIONS, COOPERATIVES AND FARMERS ASSOCIATIONS

- Help farmers understand the risks of child labour and promote decent work
- Build understanding of potential and actual evolving child labour risks
- Identify needs and local solutions for prevention and mitigation of child labour

### BUSINESS REPRESENTATIVES, SUSTAINABILITY TEAMS, FARMER SUPPORT TECHNICIANS

- Consult with and support CCPCs to better understand child labour in communities in their supply chain
- Target investment in tailored prevention, mitigation and remediation efforts
- Link at-risk children and families to company prevention and remediation efforts

### LOCAL GOVERNMENT

- Align the work with government priorities and national legislation, if applicable
- Ensure sustainability, replicability and effectiveness of remediation and referral activities
- Foster collaboration among actors
- Mobilise traditional, religious, and political leaders
- Collaborate with law enforcement





# STEPS FOR IMPLEMENTATION OVERVIEW



## 1. RAPID ASSESSMENT

- a. Understand the local context, drivers of child labour, existing power structures
- b. Map out key stakeholders



## 2. CONSULT WITH STAKEHOLDERS

- a. Ensure consultation with vulnerable groups
- b. Engage on findings from assessment
- c. Build support and commitment



## 3. MEET WITH COMMUNITY LEADERS

- a. Engage with community to build local ownership and buy-in
- b. In collaboration define the objective of the CCPC and the role of different stakeholders



## 4. MOBILISE THE COMMUNITY

- a. Announce creation of the CCPC
- b. Inform about the possibility to participate
- c. Invite community members to nominate potential members for the CCPC



## 5. FORM THE CCPC

- a. Help coordinate the election of members
- b. Support the formation of the CCPC Commission
- c. Assist in the facilitation of the first session of the CCPC



# MEASURING PROGRESS

The CCPCs can be a way to track progress against international indicators at community level. Sample indicators can include:

## SDG 8.7

Proportion and number of children aged **5-17 years** engaged in child labour, by sex and age.

### 8 DECENT WORK AND ECONOMIC GROWTH



## SDG 4

Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex.

### 4 QUALITY EDUCATION



#### Alignment with international standards

**UNGPs:** Principle 17, 18, 20, 21

**UNGC:** Principle 1,2,5

**ILO Conventions:** 138 and 182, specifically art. 5.

**GRI:** Principle 408

**SDGs:** 4, 8

## TIMEFRAME FOR IMPLEMENTATION



**3-4 months**





# BUDGETING FOR A COMMITTEE

Costs for setting up and running a committee will differ depending on the local context but generally include transport, data collection, communication, capacity building and a small stipend. Here are some ideas on minimum basic costs that should be adapted based on the community's needs:

## SETUP COSTS

- 1 bicycle
- 1 Smartphone or tablet
- Uniforms, t-shirts and/or badges



## RUNNING COSTS

- Paper and writing materials
- Printed forms and/or a printer
- Phone service plan for each phone and charging costs as relevant
- Regular maintenance for bicycle
- Expenses for food and/or transport during travel as relevant
- Small stipend for each member to recognise their work
- Capacity building activities
- Communications and awareness raising materials
- Umbrellas, rain boots and other equipment

# GOOD PRACTICES FOR EFFECTIVE AND SUSTAINABLE CCPCS

## Local engagement is key

CCPCs must be locally-owned and build on existing structures, as they depend on members from the communities themselves. Engagement with community leaders and development of local support for the establishment of the CCPCs is critical since the ongoing monitoring activities will be led by and often rely on volunteers within the community.

## An inclusive approach

The most effective CCPCs build on principles of inclusion. Local power structures need to be addressed to ensure participation of both women and men and vulnerable groups. Child participation is also a critical aspect especially when it comes to awareness raising activities and identification, since children have first-hand experiences and a unique perspective on the topic.



## Linking the CCPCs to the educational system

A strong link between the CCPC and the local school enhances the effectiveness of monitoring and remediation activities. In this respect, the local teacher or the school director is a critical committee member who acts as a link, counsellor, and coordinator for any school-related activities. Close coordination can result in increased school enrolment, attendance, and retention of withdrawn child labourers.

## Creating multi-functional teams

The functionality and effectiveness of CCPCs vary depending on the local context and circumstances. In our experience the most effective CCPCs include mothers' groups, teacher, local leaders, farmers and parents, or caregivers. Each of these members fulfil different roles and contribute with different skills and motivations. The complementing roles of committee members ensure that withdrawal and transition of children is transparent, effective, and replicable.

## A supportive rather than punitive child labour monitoring approach

For CCPCs to be effective, the company's child labour monitoring approach must be perceived by farmers and the CCPC monitors to be supportive. If identification of child labour is going to lead to some form of punishment on the farmer (e.g., cancellation of contract and loss of a premium), CCPC monitors will be viewed as policemen. This may lead farmers to hide child labour cases or be resentful towards the CCPCs. It is also conceivable that CCPC monitors will be hesitant to report child labour if they know that this will result in loss of livelihood for one of their community members.

## A human rights-based approach to data management

The data handled by the CCPCs can be very sensitive. To protect the rights of the beneficiaries a secure data management system should be established and local capacity should be increased to manage the data in a sensitive and diligent way, aligned with international standards. Data management should be based on the following principles:

- Participation
- Data disaggregation
- Self-identification
- Transparency
- Privacy
- Accountability

Access OHCHR's guidelines on data management here:  
<https://www.ohchr.org/Documents/Issues/HRIndicators/GuidanceNoteonApproachtoData.pdf>

## Anticipate opportunities for expected outcomes

Effective monitoring will potentially lead to an increased number of children being inscribed in school and other services. Assessing the local capacity is essential to prepare for such outcomes and potential spill-over effects from other communities.

### We can support you



ECLT can help build systems of data management, increase local capacity on data management and identify local partners to manage and share data.

# COMMON CHALLENGES

**PEOPLE ARE STILL RESISTANT TO CHANGE.**



**They continue to let their children carry out work, which is harmful to their health and development. Many children don't have the opportunity to study. Instead, they continue to take care of the livestock and go to the farm."**

CCPC member, Salomé Kapito, 37 years old, Mozambique



## Access to households

Conducting visits to private households, advising parents on the dangers of child labour and the importance of letting their children return to school can be a delicate matter. Most of these smallholder farmers may depend on the work of their children to earn a livelihood and may not be aware of the harmful consequences of child labour. These conditions can result in unfavourable attitudes towards the work of the committees and the authority of the committee members may be questioned which makes the identification and withdrawal process more challenging.

### Response:

- Clearly define the mandate of the CCPC in consultation with the community
- Ensure that the committee is elected by the community
- Create clear links to local authorities and public services such as the school
- Create a CCPC identity through uniforms, badges and/or t-shirts
- Promote the work of the committee through local structures such as local community leaders
- Ensure and make it clear that the child labour approach is supportive, rather than punitive monitoring
- Use an evidence-based approach on how they contribute to child protection



## Data quality

A monitoring system that reaches the most vulnerable children and avoids underreporting requires precise data collection. Due to the seasonal nature and informality of child labour in agriculture, identification of children is challenging and requires in-depth local knowledge and access. Furthermore, illiteracy makes precise data collection and reporting challenging, since committee members may lack the necessary skills to document and report on their observations from the field.

### Response:

- Invest in adequate data collection tools adapted to the local context and capacity
- Data collection cycles are clearly defined and aligned with local seasons
- Train committee members on the identification of child labour
- Train committee members on interview techniques with children, data collection, data analyses and reporting
- Provide refresher trainings regularly
- Ensure continuous planned and spontaneous visits to farms
- Conduct quality control and supervisions of the committee members
- Ensure that some of the committee members have adequate literacy skills to enter data in the data management system
- Attach a literate cadre to the CCPC and equip him/her with easy-to-use electronic data tools for capturing data
- Translate data collection tools into local language (use pictures, if possible)

## Sustainability and replicability

Since the committee members in many cases are volunteers, the sustainability of the work of the committee relies on the motivation of its members and that sufficient resources are available for them to carry out their work. Besides finding ways to maintain motivation and resource flows, alignment with national standards is important to feed into national monitoring systems and to ensure replicability.

### Response:

- Align with national action plans and indicators
- Adapt the monitoring system to existing local structures and cultural norms
- Identify opportunities for raising funds and generating incomes
- Motivate members through training, provision of resources and means, enabling them to move around the communities and carry out their work





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A better life for **children, farmers** and **families**

