



International Labour Organization
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“Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour” (ENHANCE)

A Report on the **Study Visit on Child Labour Issues of Viet Nam Stakeholders in the Philippines**

by

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I. Introduction

A. Background

ILO is implementing the project “Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour” (ENHANCE) in Viet Nam in partnership with the country’s Ministry of Labour, Invalids and Social Affairs (MOLISA). The goal of the project is to build a comprehensive and efficient multi-stakeholder approach for the prevention and reduction of child labour in Viet Nam.

The areas of interventions to be carried out within the framework of the ENHANCE project are very comprehensive and new to the project partners and implementing agencies. One of the key components thus is building the capacity of their stakeholders including through exposure to experiences and good practices of other countries within the sub-region. Those whose capacity have been strengthened through the project’s support are expected to lead efforts to mainstream the prevention and elimination of child labour into Viet Nam’s national programmes.

B. Rationale of the Study Visit

The areas of interventions to be carried out within the framework of the ENHANCE project are very comprehensive, while some aspects are new to the project partners and implementing agencies. Though there were efforts to capacitate thousands of partner agency staff on the prevention and elimination of child labour in the past ILO projects in Vietnam, staff movements of key trained staff and/or retirement stirred the need to build capacity to newly assigned staff to equip them with knowledge and skills on child labour related topics so that they can be involved in implementing the project activities effectively.

Considering the Philippines’ significant advancement in its drive to fight against child labour as cited in the findings of the DOL’s Worst Forms of Child Labour report for 2016, a study visit was organized in close collaboration with the ILO Office in the Philippines. The country’s rich experiences in fighting child labour has paved the way to different approaches and good practices that are worth studying/duplicating such as the creation of a coordinating body (the National Child Labour Committee) composed of government agencies, employers, and labour unions involved in implementing and monitoring policies on child labour; the SBM which is an inter-agency response mechanism that detects, monitors, and rescues child workers in “hazardous and exploitative working conditions”; policies such as the release of the revised and expanded list of hazardous occupations for

children and the passage of the Children's Emergency Relief and Protection Act last year, among others. These are all instrumental in mainstreaming the prevention and elimination of child labour into other national target programmes such as the National Plan of Action on the Prevention and Elimination of Child Labour (NPA), the national programme for child protection, poverty reduction programme, and/or youth employment programme, vocational training programme etc.

C. Study Visit Objectives

The study visit of the 27-person delegation from Viet Nam that was organized in collaboration with the ILO Country Office in the Philippines, the Department of Labour and Employment (DOLE) and the National Child Labour Committee (NCLC) is generally aimed at building capacity of ENHANCE project partners/key stakeholders in the prevention and elimination of child labour through learning from the Philippines' lessons learnt, experiences and good practices, and models.

Specifically, it is aimed at exposing and allowing the Vietnamese delegates to interact with the different Philippine stakeholders on the various efforts to address the issue of child labour in the country both as individual organizations and collectively through the National Child Labour Committee (NCLC) in crafting and implementing child labour plans; in mobilizing and efficiently allocating budget at the national and local levels; in collaborating and networking with relevant agencies; as well as in providing social protection measures including conditional cash transfer and livelihood support to rescued child labourers and families, among others.

II. Study Visit Working Schedule

Day 1, 21 November 2017

9:00-15:00 A. Briefing on ILO Projects that Address Child Labour

- Child Labour Projects
- Labour Inspection
- OSH for Youth

B. Briefing by the National Child Labour Committee (NCLC)

Day 2, 22 November 2017

9:30 – 16:00 A. Briefing on Department of Labor and Employment (DOLE) Programs that Address Child Labour

- Bureau of Workers with Special Concerns (BWSC)

- Bureau of Working Conditions (BWC)
- Occupational Safety and Health Center (OSHC)
- Institute of Labor Studies (ILS)

B. Briefing on Technical Education and Skills Development Authority (TESDA) Programmes, specifically on Tech-Voc Trainings for Youth

Day 3, 23 November 2017

- 9:30 – 16:00
- A. Briefing on Department of Social Welfare and Development Programs that Address Child Labour
- SHIELD Against Child Labor
 - Conditional Cash Transfer
 - Sustainable Livelihoods
- B. Briefings on Work of Different Organizations on Child Labour
- Philippine National Police – Women and Children Protection Center (PNP-WCPC)
 - Department of Education (DepEd)
 - Council for the Welfare of Children (CWC)

Day 4, 24 November 2017

- 9:30 – 16:00
- A. Site visit to a Child Labour-Free Enterprise (Toshiba Information Equipment (Philippines) and Child Labour-Free Municipality (Angono, Rizal)
- B. Debriefing

III. Study Visit Participants

IV. Approach/Methodology

The methodology of this Study Visit consisted of:

- Arranged meetings with different Philippine National Child Labour Committee (NCLC) on the various efforts to address the issue of child labour in the country both as individual organizations and collectively;
- Arranged visits and meeting with individual stakeholders addressing the issue of child labour in the country, including the Bureau of Workers with Special Concerns (BWSC), Bureau of Working Conditions (BWC), Occupational Safety and Health Center (OSHC), Institute for Labor Studies (ILS), Technical Education and Skills Development Authority (TESDA), Department of Social Welfare and Development (DSWD), Department of Education (DepEd), Philippine National Police- Women and Children Protection Center (PNP-WCPC), and Council on the Welfare of Children (CWC)
- Arranged visit on a child labour-free municipality (Angono) and establishment (Toshiba Information Equipment (Philippines), Inc. to better understand how these initiatives work and how these can be replicated in Viet Nam.

V. Key Findings

The four-day study visit to the Philippines was a useful opportunity for the Vietnamese delegation to learn and exchange about effective prevention, protection and reduction of child labour. After the visit, they were able to share a number of key finding which they found useful and worth duplicating/emulating when they go back to their country:

- a. The Philippines has a well-established coordination mechanism of stakeholders with clearly defined roles and responsibilities in fighting against child labour. The concerted efforts of each and every agency/stakeholder involved, including representatives from employers, workers and non-government organizations (NGOs) from the national, regional and local level, have contributed to the success in the country's fight against child labour. The creation of the National Child Labour Committee (NCLC) as focal point of all child labour-related efforts has made coordination among stakeholders stronger. It has also paved the way for the adoption of the Philippine Program Against Child Labour (PPACL) as the official national programme on the elimination of child labour in the country.
- b. The involvement of workers and employers is another contributing factor to the success of the campaign against the prevention and elimination of child labour. On the part of the workers, trade unions contribute to the

effort through its involvement in tripartite and social dialogue; policy formulation and research; monitoring and compliance through establishment inspection and community monitoring; networking and partnership with NGOs; and by providing direct services like education (technical-vocational training) and health care provision. It also provides its member training on how to detect child labour in the establishments where they are working and in advocating against child labour.

The employers, on the other hand, likewise involved themselves in tripartite and social dialogue; policy formulation and research. Through the Employers' Confederation of the Philippines (ECOP), it launched its nationwide accreditation and recognition system of child-friendly firms and has developed guidance document to assess members' workplace practices. They also work with employers and business establishments in meeting national and international standards on children. Through the accreditation system, it has persuaded its member companies to articulate on anti-child labour policy, and to engage in socially responsible corporate services (Corporate Social Responsibility or CSR) for neighbouring communities. The said system is set to help raise the quality of understanding of child rights, as well as generating an overall atmosphere of concern and advocacy for the children's benefit.

Together, a number of Labour-Management Councils (LMCs)¹ in the country also participated in DOLE-initiated program, the Project Angel Tree which provides an array of social services that range from food, clothing, educational assistance or school supplies, and even work and training opportunities made available by sponsors or benefactors ('angels') to child labourers and their families. It is aimed at improving the economic and social conditions of child labourers and their families and increasing the number of allies and advocates of child labour prevention and elimination

- c. The Philippines, like other countries who are dedicated to eliminate child labour, has adopted several international Conventions related to child labour and child protection (Minimum Age Convention, 1973 (No. 38) and Worst Forms of Child Labour Convention, 1999 (No. 182). In addition to these, it also has an advanced, comprehensive and effective policy system on child labour that includes a clear and applicable definition on child labour as against child work. It provided a solid framework for the different stakeholders to clearly implement all initiatives not just at the national level, but also down to the regional and

¹ A DOLE-initiated mechanism where labour and management work hand-in-hand to accomplish certain goals using mutually acceptable means.

local level (barangay). The Republic Act (RA) 9231 -Elimination of Worst Forms of Child Labour and the its accompanying Department Order No. 65-04 Rules and Regulations implementing the said Act as well as the RA 9208 - Anti-Trafficking in Persons Act of 2003 are only two of the legal basis that the country has that empowers even the local leaders (Barangay officials) to enforce the protection orders accompanying these laws.

- d. The Philippines has also been prioritizing several vital issues for an effective child labour prevention and intervention system. It has a wide range of support to rescued child labourers and its family from livelihood to education and training in order for the child to go back to mainstream and for their family not to allow their child to go back to paid labour again. The Department of Social Welfare and Development (DSWD)'s Pantawid Pamilya Program is one of these interventions that greatly helped in reducing the incidence of child labour by ensuring that children go to school and are steered away from a life on the streets and from premature employment. They also implemented the Strategic Helpdesks for Information, Education, Livelihood and other Developmental Interventions (SHIELD) project aimed at strengthening the capacity of local government units (LGUs) in the prevention and elimination of the worst forms of child labour by establishing a local child labour registration system that will identify child labourers in the community and monitor their cases; and a barangay (village) help desk that will offer services for child labourers and their families, as well as facilitate rescue operations when necessary. Meanwhile the Department of Education (DepEd)'s Alternative Learning System (ALS) provided former child labourers to catch up with their schooling. Interventions like these proved to be effective not just in the formal sector, but also in the informal sector of the country.
- e. Having an effective awareness-raising program is another important feature in the Philippine's prevention and elimination efforts on child labour. All stakeholders, including non-government organization, international organizations are involved in various advocacy and media campaigns. These campaigns ranges from dissemination of flyers and other paraphernalia like t-shirts, buttons, etc.; promotion of child labour rights and investigative reports through mass media; holding of children's forum; etc. DOLE's project on Child Labour-Free Barangay (CLFB) and Establishment (CLFE) which are aimed at influencing change and obtaining commitment and support from various stakeholders to make barangays free from child labour (CLFB), and in promoting complaint and socially responsible business practices in every establishment (CLFE) is also a successful awareness-raising tool. Schools were likewise involved in this campaign as teachers were made partners in advocating against child

labour. They were also trained to be better equipped to empower the working children, out-of-school youth, and children at risk and help improve the quality of their lives. The involvement of teachers in the advocacy campaign gave them a deeper understanding of the child labour issue and the importance of education as intervention.

What is special about this initiative is the engagement of not just the different government and non-government agencies involved in the prevention and elimination of child labour, but also of the workers and employers themselves. The involvement of the trade union did not only help in awareness-raising on the risks of child labour, but also in detecting child labourers in their establishment. They provide training

Likewise, the employers were able help in awareness-raising against child labour by providing awards to child labour-free establishments and by ensuring their supply chain is child labour-free as well.

- f. The importance of having a database and early detection mechanisms is likewise, important in pursuing fight against child labour. DepEd's initiative of having a committee in each school to detect who are at risk of becoming a child labourer especially in the rural areas is one remarkable initiative that is worth emulating aside from capturing data from enrolment registrations. DOLE-BWC's database of establishments' inspected establishments is also a great initiative.
- g. Labour inspection is another key to the success of the efforts to prevent and eliminate child labour in every establishment in the Philippines. Inspections done on a regular basis helped identify establishments engaging children which resulted in remedial measures and/or permanent closures. The use of a checklist and the maintenance of a database of inspected establishments were also contributory to the success of this initiative.
- h. Conducting researches pertaining to child labour is also of equal importance to the success of the campaign as the results of such studies provided basis for the improvements either in existing policies and or programs/projects relating to child labour prevention and elimination.

VI. Learning Analysis

Overall, the Vietnamese study visit provided delegates with an intensive, yet balanced overview of how the Philippines struggled and achieved milestones in its effort to prevent and eliminate child labour in the country. By meeting a number of important stakeholders/prime movers in the crusade against child

labour, the need to have a concerted effort and a legal basis to back up the plan of actions were emphasized. The roles and contributions of each stakeholder in the prevention and elimination of child labour were likewise made clear. The learning from effective collaboration with trade unions and the private sector as partners in the campaign raised the Vietnamese delegation's curiosity on how each does their share in the campaign as well as proofs that they indeed play a very important role in the fight against child labour. Clearly, the experiences shared by the host country, the Philippines, provided a deeper understanding in dealing with child labour for most of the delegates, giving them ideas that much is needed to be done in order for Viet Nam to attain what the Philippines has achieved since the beginning of their fight against child labour. Indeed, there are specific challenges and pressures faced by the ENHANCE project team and its major implementing partner, MoLISA considering that they are already halfway in the implementation of the project, but the learning/ insights gathered by the delegates could trigger a much bolder action from each stakeholder to come together in the prevention and elimination of child labour in Viet Nam. As most delegates actively listened and participated in the meetings/discussions, perhaps it would be safe to expect that the lessons learnt from the meetings in the Philippines can be much more directly applied to similar challenges in Viet Nam. As a result, they should now be eager to work together effectively in solving the problem of child labour. Thus, given the realizations and insights gained by the delegates, the study visit can be considered a successful learning experience for them.

VII. Conclusion/ Lessons Learnt

This study visit paved the way for the delegates to see what the Philippines is doing to prevent and eliminate child labour in the country. The experience of meeting and discussing/clarifying some concerns with the different stakeholders has yielded some insights that will help ILO Hanoi and its major implementing partner agency, MoLISA advance in the implementation of the ENHANCE Project and thereby help prevent and eliminate child labour in Viet Nam. Among the lessons learnt are:

- a. One agency cannot do it alone. A solid concerted effort is needed from among different stakeholders is necessary to achieve remarkable gains in the fight against child labour. Given this, the creation of a steering committee at the national level is necessary to ensure regular stakeholders consultations that proves to be instrumental in ensuring that no efforts are duplicated means of securing increased legitimacy and acceptance levels;
- b. Government agencies alone cannot do it. Help from other stakeholders like the private sector, employers, workers, non-government organizations

- (NGOs), media, and other international agencies working on the protection of children and prevention and elimination of child labour is important and necessary.
- c. It is highly important to have a national legislative and policy system to back up actions against child labour and ensure that there is national budget allocation for child labour programmes. Said legal basis will ensure that child labour issue is mainstreamed into the national social welfare programmes; help set clear working mechanism, clear functions/responsibilities of the concerned agencies/organizations; as well as help boost law execution and enforcement in implementation of children' rights, and particularly, child labour. Thus, bolsters political will.
 - d. Interventions in preventing and eliminating children from child labour are important. However, bringing them back to the mainstream and ensuring that they will not go back to paid labour requires different sets of interventions that ranges from education and training to provision of livelihood to parents, etc.
 - e. Providing incentives is also an effective way to prevent and eliminate child labour not just in the formal establishments, but also in the community where informal sector thrives. This would also help in ensuring that the value chain is child labour-free.
 - f. Maintaining a database that would help identify child labourers provides a big help in crafting policies and designing programs. Likewise, continuous conduct of researches/studies on child labour would also help in updating/revising current policies, and interventions on child labour and protection.

VIII. Recommendation for Follow-up and Application

Coordination among stakeholders is indeed a key to the success in the fight against child labour. This was clearly established in the Philippine experience in its efforts against child labour. Though Viet Nam has similar coordination between ministries, it can also consider adopting a similar setup like the Philippines wherein there is a focal body created (NCLC) that do not only has organizational field structure at the national and regional levels, but also clarifies inter-agency responsibilities under an integrated program.

Moreover, the involvement of other stakeholders other than government agencies like workers, employers and non-government organizations (NGOs) and private sector is also worth considering in the prevention, protection and removal from hazardous and exploitative work of child labour victims and, in mainstreaming them. The engagement of the representatives from the Vietnam Chamber of Commerce and Industry (VCCI) HCMC, An Giang Fishery Association (AFA), Vietnam Textile and Apparel Association (VTAS) HCMC branch, Vietnam Cooperative Alliance (VCA) and from the

Vietnam General Confederation of Labour (VGCL) is a pleasant start for the envisioned collaboration.

MoLISA, being the main partner of ILO in the ENHANCE project, and with the help of the ENHANCE project team, can spearhead the high-level political involvement and social mobilization for the revision/ updating and implementation national plan of action on child labour. Together with the representative from the National Assembly, they can start with the inclusion of child labour concerns in major national policy pronouncements and documents, and in support and commitment of various stakeholders. MoLISA can also initiate consultative meetings initially with the other delegates of the study tour and later expand its composition to include representatives from other important stakeholders such as Ministry of Public Security; Justice; Construction, Agriculture and Rural Development; Planning and Investment; Health; Information and Communications; and Government Inspectorate, to draw a consensus and commitment to pursue a national plan of action on child labour. This group can initially act as the composite team who will spearhead the planning and preparation for a national plan of action on child labour. MoLISA-DCA can initially act as the focal point.

Individually, each study visit delegate can already start soliciting support and advocating within their own organizations initiatives on child labour prevention and elimination.

Annex 1: Terms of Reference

Study Tour to the Philippines

Output 1.6.: Improved capacity of Government, business, trade unions and other relevant actors to implement child labour and labour standards obligations under international trade agreements

Activity 1.6.2.: Promote sharing of experiences from other countries on implementation of child labour and related labour standards obligations, through participation of experience and knowledgeable persons from these countries at workshops/meetings

Background and Justification

Child labour in Viet Nam

The National Child Labour Survey conducted in 2012 shows that there are 1.75 million children in child labour in Viet Nam, of whom over 32.4% work excessively long hours (more than 42/week). Of Viet Nam's 1.75 million child labourers, an overwhelming majority (85%) live in rural areas and 15% in urban areas. Sixty percent of child labourers are boys and 40% are girls. The largest number of children in child labour fall in the 15-17 age group (58%), followed by the 12-14 age group (almost 27%) and alarmingly nearly 15% in the 5-11 age bracket.

The vast majority of child labour is in the agricultural sector with 1.18 million children or 67% of all child labourers. The manufacturing-construction and services sectors attract 276 thousand (15.8%) and 293 thousand (16.6%) children, respectively.

About 1.31 million children are identified as children at risk of hazardous work, accounting for 75% of child labourers. Out of the group of children at risk of hazardous work, 39.3% are girls, nearly 85% live in rural areas and 61.0% are in the 15-17 age group.

The ILO support to combating child labour in Viet Nam

Since 2000, the International Labour Organization (ILO) has carried out a series of projects and programmes for the prevention and elimination of child labour to support the Government of Viet Nam to fight against this problem.

These projects have made significant progress in understanding the nature of the problem and specific characteristics of child labour and its worst forms, the types of interventions that are effective, those that are not, and why so, new knowledge about the situation of the number of child labour sectors has been generated, laws and policies regarding child labour were reviewed and revised, and the worst forms

of child labour is becoming more visible in national policy to combat child labour. These projects have also built the capacity of the concerned stakeholders, especially in the area of awareness-raising and direct interventions to children.

Over the years, these projects have also engaged with new partners in Government, workers' and employers' organizations, other international and government agencies, private businesses, community-based organizations, NGOs, the media, parliamentarians, the judiciary, universities, religious groups, and children and their families who are willing to take action in combating child labour.

Currently, in partnership with MOLISA as the key Government partner of Viet Nam, ILO is implementing the project, titled "*Technical Support for Enhancing National Capacity to Prevent and Reduce Child Labour in Viet Nam*" (ENHANCE). The overall goal of the project is to build a comprehensive and efficient multi-stakeholder response for the prevention and reduction of child labour in Viet Nam. Through achieving this goal, the project will contribute to support Viet Nam in implementing the international commitments on fundamental principles and rights at work.

The Project's overall objective is to build a comprehensive and efficient multi-stakeholder response for the prevention and reduction of child labour in Viet Nam. Placing capacity building for sustainable solutions at the heart of its interventions, the project will provide support to further improve specific aspects of national legislation on child labour, particularly with regard to hazardous work; support to specific agencies to strengthen capacity to implement the national laws and policies through child labour monitoring and enforcement. The project also targets to provide supports in policy development in relation to core labour standards, especially child labour standards obligations so that these form an integral part of Viet Nam's evolving international trade integration. The project will heighten awareness among a cross-section of society about the nature of child labour and the national laws against it, in order to galvanise social attention to the issue. It will introduce a range of traditional and innovative communications approaches to target three levels of society including the general public, national policy makers and decision makers and influencers of public opinion; and government and social partners and communities within the selected provinces. The project will also develop intervention models in urban and rural locations to provide both a sectoral focus on child labour in the identified sectors, as well as area-based coverage to reach all children in child labour, regardless of the sector. These models will encompass both direct service provision to children at risk or engaged in child labour, including education, vocational training, counselling and support to family livelihoods.

The needs for an abroad study tour

The areas of interventions to be carried out within the framework of the ENHANCE project are very comprehensive, while some aspects are new to the project partners and implementing agencies. Previously ILO projects built capacity to thousands of partner agency staff on the prevention and elimination of child labour. However, due to the staff movements of key trained staff and/or retirement, there is a need to build capacity to newly assigned staff to equip them with knowledge and skills on child labour related topics so that they can be involved in implementing the project activities effectively. The required capacity building will be conducted through different approaches such as training, exchanging dialogues, learning experiences and good practices from other countries within the sub-region. Those staff who are strengthened capacity by the project is also expected that they can lead efforts to mainstream the prevention and elimination of child labour into other national target programmes such as the National Plan of Action on the Prevention and Elimination of Child Labour (NPA), the national programme for child protection, poverty reduction programme, and/or youth employment programme, vocational training programme etc.

In this context, the project, in close collaboration with the ILO Office in the Philippines to organize a study visit to the Philippines.

1. The objectives of the study visit:

To build capacity of our partners/key stakeholders in the prevention and elimination of child labour through learning from the Philippines' lessons learnt, experiences and good practices, and models.

2. Specific issues proposed for the Study Tour:

Followings are the tentative topics that the Vietnamese delegations would like learn from the Philippines:

- NPA planning and implementation, including child labour
- intervention process; and free-child labour enterprises/communes
- Budget mobilization and allocation to implement the NPA at national and local levels.
- Legislation execution and enforcement in child labour prevention and elimination
- Child Labour Monitoring System (CLMS), at both community and national level, and how these two levels connect and link with each other
- School-to-work transition, especially for those who are beyond the compulsory age for education

- Collaboration and networking between relevant agencies, including social partners in combating child labour
- Social protection measures including conditional cash transfer and livelihood support
- Interventions on Agriculture and Supply Chains.

3. Time: 21-24 November 2017

4. Participants composition:

There are 27 delegates who are from:

- Concerned and relevant departments of the Ministry of Labour, Invalids and Social Affairs: Bureau for Children, Ministry Inspection, Bureau for Safe Work; 3 provincial Departments for Labour, Invalids and Social Affairs of Hanoi, Ho Chi Minh city and An Giang
- Ministry of Education and Training: Department for Secondary Education and Department for Continuing Education
- Employers' Organization: VCCI, VTAS and VASEP, VCA
- Workers' organizations
- National Assembly: Committee for Social Affairs and Committee for Youth and Children
- Local NGOs, including Vietnam Women's Union.

Annex 2: Minutes of Discussions and Meetings

Day 1: A. Briefing on ILO Country Office in the Philippines' Projects that Address Child Labour

Mr. Cesar Giovanni Soledad, CARING Gold Mining Project Coordinator, welcomed the Vietnamese delegation and explained that the three (3) ILO Philippines projects that addresses child labour are sister projects of ENHANCE Project of Vietnam since all are funded by US-DOL. Currently, there are three (3) child labour projects being implemented in the Philippines: GAP, Country Level Engagement and Assistance to Reduce Child Labour (CLEAR), and CARING Gold Mining Project. CLEAR addresses the recommendations in the Findings on the Worst Forms of Child Labour Report of the USDOL while CARING Gold is a project implemented by the ILO and BanToxics! together with DOLE and DENR and funded by the USDOL. It is aimed at addressing child labour in mining at its root cause, which is poverty and vulnerability. (Refer to Annex 4-1 for the complete presentation)

Questions:

- Is there a shift in the policy of the Philippines in favour of finishing education till the person reach 18 years old and work? While the old curriculum way back in 2015b requires students to finish elementary and secondary education up to 16 yrs old, the new K-12 curriculum requires the students to have 6 years of elementary and 6 years of secondary education. Any of the four tracks allow students to work after 18 yrs. old. (Please refer to Annex 5 for the K-12 tracks). Expectation is that all students should finish education as they reach 18 yrs old. However, in reality, there is a high drop-out rate so the government is trying to address it. In addition, the government is also trying to address access and quality issues.
- Conditional Cash Transfer (CCT) in the Philippines tries to reach out to the poorest of the poor. It utilizes formula/indicators as basis for targeting beneficiaries – i.e., per family regardless of the number of children). Said formula poses a problem as it is run through a computer where mistakes in targeting is likely possible. There is a pending bill to institutionalize CCT.
- Is basic education free in the Philippines? Yes, tuition is free, but expenses for projects, food, transportation, etc are borne by the parents/students so it is still a reason for dropping out.

Ms. Katherine Brimon explained the connection of the Safe Youth@Work Project to child labour (i.e., the exposure of young workers aged 15-17 to

hazardous work). The project is aimed at promoting occupational safety and health (OSH) of young workers, with a focus on those aged 15 to 24. To date, it has developed a global strategy which can be adapted to each country's national context that is being implemented in Myanmar, Viet Nam and the Philippines ; a comprehensive monitoring and evaluation plan has been established to document and illustrate project benchmarks; unveiled SafeYouth@Work Media Competition showcases global youth voices on what safety and health means to them; and has launched the first-ever SafeYouth@Work Congress in parallel to 2017 World Congress on Safety and Health at Work, connecting global OSH for Youth advocates with OSH experts and decision makers, and related Action Plan

Questions:

- How are data on OSH collected? The Department of Labour and Employment (DOLE) generates and disseminates OSH statistics serving as inputs for the formulation and implementation of work accident prevention policies and programs: OSHC undertakes analyses of claims from GSIS, SSS and ECC; BWC produces the Work Accident/Illness Report (WAIR), the Annual Medical Report (AMR), based on work accident reports submitted by the regional DOLE offices which in turn comes from individual establishments covering work-related injuries in both the farming and non-farming formal sectors. There are other sources of data.

Ms. Cerilyn Pastolero briefly discussed the Project on Building the Capacity of the Philippines Labour Inspectorate which is aimed at Improving workplace compliance with national labour laws by effectively improving labour inspection as well as worker and employer engagement.

Questions:

- Is there a limit in the number of inspection visit per establishment in the Philippines? None. If the establishment is granted a certificate of compliance, it will not be inspected for 2 consecutive years. However, if there is non-compliance or violation, it can be visited anytime.
- What is the ratio of inspector to establishment in the Philippines? 800 inspectors:500,000 establishments. That is why focus is given to high risk areas.
- Are establishments notified about the upcoming inspection? No as the threat of inspection will deter catching of violators.
- How are data on inspection collected? It is coordinated through the regional offices of DOLE. There is an existing database on establishments inspected.

- How are informal sector establishments inspected in terms of child labour? Inspectors work with the community. They allow NGO participation in the inspection/monitoring compliance,

B. Briefing on the National Child Labour Committee (NCLC) Initiatives

Mr. Minoru Ogasawara explained the objective of their visit and expressed how he was deeply impressed with the Philippine efforts in eliminating child labour. He said they are interested in the country's fight against child labour in the informal sector.

Undersecretary Joel Maglunsog welcomed the delegates.

Ms. Vu Thi Kim Hoa gave an overview of their department as well as their partnership with ILO Hanoi on the ENHANCE project.

Ms. Maribeth Casin of BWSC presented the state of child labour in the Philippines as well as the National Plan of Action Against Child Labour, followed by the different laws and issuances pertaining to child labour. She also presented a Gap Analysis of the problem and how RA 9231 tries to address the said gaps.

Questions:

- Do you have programs for the parents of child labourers? Yes, there are several programs available from DOLE and DSWD. DOLE has a nationwide campaign for child labour-free barangays (carried out with communities and families). To date, there are about 1,337 villages certified as child labour-free. It has also issued several department orders and guidelines on child labour concerns. DSWD on the other hand, provides livelihood programs, CCT, child labour modules and help desks for child labour victims.
- Are there interventions by the local government units (LGUs)? Yes
- Trade unions also have a wide range of programs and services in dealing with child labour problem. FFW provide training for their members to detect if there are child labourers in the firms where they operate. They do medical missions; networking and partnership-building with schools – teachers and students – in advocating the fight against child labour. Some of them also maintain a face book account for monitoring purposes. They also hold child-labour themed contests for students (speech choir for high school, photo-video contest and hold well as music video festivals.

TUCP, on the other hand focus on child labour in the informal sector, specifically in the agri (corporate farms), mining and quarrying, transport, sugar, domestic work, scavenging, beggars and cargo lifters.

As early as 2000, TUCP started their campaign against child labour. They provide orientation on child labour with emphasis on the importance of reporting/identification process. Assistance to parents of child labourers are also provided to ensure children will not be forced to go back to child labour. If a child labour is identified, union members are notified for their immediate action. TUCP also provides training for Bus companies for trafficked child and women and tie up with local government and police authorities. At the village level, TUCP interact with barangay officials for the identification of child labourers. As a member of the TWG, they share the information they gathered with other members of the TWG and with other committees for possible policy changes to streamline process in dealing with child labour.

- Meanwhile, ECOP provides recognition to child-labour-free and child-friendly enterprises. This was originally launched in 2006 and was re-launched in 2015 to include category in non-business. The objective of the recognition is to make sure that their members, mostly large companies, are not tainted with child labour. Firms show written business contracts to ensure there is a provision that they are not tolerating child labour practices. They provide premiums with exemplary programs (CSR) for the benefit of rescued child labourers. They also try to incorporate child labour-friendly programs in the member SMEs. They have a special committee that provides orientation on child labour-free businesses.
- ERDA Foundation, in partnership with UNICEF and CWC, implements program on the most child-friendly municipality in the Philippines. They organized national awards committee to handle the program. Criteria - municipality should have plans for children with accompanying investment plan and budget. They also maintain a local council for the protection of children.
- CWC works with DILG in providing presidential awards for chosen child-friendly city or municipality. They validate all assessment with various people in the community before deciding which municipality or city will be awarded..

Day 2: A. Briefing on the Department of Labour and Employment Programs that Address Child Labour

Mr. Nicanor Bon presented BWC's Labour Inspection initiatives to eliminate child workers in the workplace. After presenting a background on labour inspection in the Philippines, he proceeded with the presentation of child labour data gathered through labour inspection. BWC uses child labour indicators (compliance indicators) in their

inspection. Data gathered were disaggregated based on the age of children, gender, size of the establishment, by industry, employment size of establishment, and by region.

Questions:

- Who collects the data? The inspectors collect data by filling out the checklist developed and send it to BWC server. To date, there are 500 inspectors in BWC, but there is a pending request for additional inspectors for wider coverage. Establishments found to have violations are given 10 day-correction period after which the inspector will verify compliance.
- How do inspectors detect child labourers in the establishments? Inspectors are provided training specifically on child labour topics and laws and regulations. There are laws with criminal penalties that endanger the lives of the children. In such cases, the establishment can be closed in addition to criminal suits filed against them. They will be persecuted criminally. They do it in coordination with police authorities, DSWD, DOJ and other agencies involved.
- Are there interventions in place for children employed in establishments that were closed due to violations? Yes, member agencies of the NCLC have wide range of interventions specifically for them, depending on their needs.
- Are data collected by inspectors validated? There are people that monitor the data transmitted by the inspectors so discrepancies are minimized if not eliminated. Questionable transmittals are sent back to the inspector for revalidation from the field.

Engr. Melba Marasigan of OSHC presented the results of the study on Analyzing Child Labour in Agriculture Towards Amending D.O. No. 4 - 1999 on Hazardous Work and Developing Guidelines on Allowable Work for 15 - 17 years old: Work Environment of the Child Labourers in Agriculture. The said study is aimed at assessing the exposure of child labourers in various agricultural production processes to various work environment hazards; describing the workplace, general conditions of agricultural child labourers, particularly the unsafe acts and conditions in different agricultural crops; and in providing description of the general working profile such as work experience, employment conditions, and safety and health outlook of the child labourers. Results of the study showed that agricultural child labourers are exposed to chemical hazards such as dusts, pesticides, toxic gases and physical hazards such as heat stress. They experienced ergonomic stresses caused by heavy physical workload in carrying agricultural crops and other materials, and are exposed to safety hazards in the use of dangerous tools and equipment.

Moreover, their workplace conditions disclosed the absence of welfare facilities such as toilet, first aid kits, place to rest and potable drinking water.

Based on the findings, it was recommended that results of this study be used as basis for amending several to Department Order issued by DOLE. Parents of children involved should be provided with technical know-how and techniques for the livelihood projects. They should also be given occupational safety and health awareness using different information media such as brochures, pamphlets, radio broadcasting, posters designed and appropriate to the population of the area/region.

Questions:

- How did you conduct the study? Respondents were visited in their respective workplaces in the region. Most of the farms visited are small and family-owned with not enough budget for mechanization. If government can provide assistance to them, they would gladly accept it. Coordination with local officials (barangays) is done to ensure that they are knowledgeable about the existence of child labourers in their area. They will be the one who will make sure that the children will go to school and just work safely and under supervision after school.
- How do you differentiate child labour from child work? Child labour is paid while child work is just part of routine for the family and is not paid. The latter is supervised by parents or elders.

Atty. Brenalyn Peji of ILS presented the results of two of their child labour-related studies. The first study is in compliance with Convention No 182 which provided critical inputs to the updated hazardous work list. The second study is aimed at establishing the link between child labour and school attendance. It will try to utilize different methods/approach in data gathering. Initial findings from the desk research done reveals that the Philippines is compliant with international standards. The study identified some gaps which include the following: Lack of clear mandate for NCLC; tedious guidelines and rigid process; overlapping functions of CL focals; CO-RO structure (large bureaucracy); lack of fund to support the activities/programs; coordination and linkages/harmonization of programs; capacity building/training in monitoring CL at the lowest level; monitoring and regulating CL in the informal sector poses a great challenge; lack of commitment of LGUs/Barangay; general features of education: the 4As (availability, accessibility, acceptability and adaptability).

Key recommendations include the following: amend RA 9231 to increase minimum employable age to 16; provide for conditions wherein children above 16 but below 18 may be permitted to work even if compulsory schooling is not yet completed (C138, Article 7); institutionalization of the NCLC; the minimum age for work and the school leaving age need to be matched; defined roles of stakeholders at the local, provincial, regional and national levels; strengthen the LLCS (HR, financial resources); inclusion of child labour indicators in the Labour Force Survey; provision of more sustainable livelihood program for parents of child labour; greater emphasis must be given to the inextricable link between child labour and child protection, education and poverty, which require policy coherence and multi-sector and inter-agency collaboration and coordination; regular updating of the knowledge base on child labour in order to make informed decisions as to planning and programming.

Ms. Maribeth Casin of BWSC explained that BWSC is the lead agency for those engaged in child labour. She presented the various initiatives of their agency on child labour which include the Sagip Batang Manggagawa (Rescue the Child Labourers); Livelihood Assistance to Parents of Child Labourers; Campaign for Child Labour-Free Barangays; Campaign for Child Labour-Free Establishments; Project Angel Tree; and the Issuance of Working Child Permit.

Ms. Vu Thi Kim Hoa thanked the presenters for their sharing. They find the presentations useful and will try to apply some of them when they get back to Vietnam.

B. Briefing on the Technical Education and Skills Development (TESDA) Programs that Address Child Labour

The delegates started with a tour of some of the TESDA laboratories where they witness how TESDA scholars are trained in areas of, welding, bartending and housekeeping. From their interaction with the instructors and trainees, they learned that TESDA provides training for free and for those living in far flung provinces, free accommodation and lodging are also provided. They also inquired on how certification is being done; the duration of the various training, the age bracket of trainees, educational background of some trainees, etc.

Director Elmer Talavera then formally welcomed the delegates from Vietnam to TESDA. Ms. Vu Thi Kim Hoa shared that Vietnam has ratified a number of international conventions and that they are also working on a project to prevent child labour in the country. She also shared that they also provide tech-voc training designed for adults. She explained that the

objective of their visit is to learn how tech-voc skills training can be used to help children adolescents in Vietnam for livelihood. She introduced the whole delegation saying that they come from different sectors, but all are involved in dealing with child labour problems in Vietnam.

Director Talavera then proceeded with an overview of TESDA and its tech-voc training modalities as well as TESDA's role in the K-12 curriculum.

Questions:

- What are the eligibility criteria to become TESDA scholar/trainee? Tech-voc is considered a post secondary course so entry requirement is high school.
- Do you cater to specific training requests from employers? Do you have such arrangements? Yes, TESDA has transformational TVET programs customized to the needs of the employers. Employers are asked what they need specifically so that standards are set accordingly.
- How are TESDA curriculum developed to help graduates find jobs easily? How do you make it more relevant and employable? Curriculum designs are guided by quality assured system which follows four principles: listen to market; certify graduates and workers; feedback from customers and clients; and training regulations.
- How's the employability rate of TESDA graduates? How many have jobs after graduation/certification and how long do they find jobs? TESDA tracks the employment rate of its graduates. In 2015, 65.4% of the graduates found a job within 6months to 1 year after finishing the course. Ten years ago, it was only 48.5%.
- What's the relevance of TVET in the K-12 system? K-12 is a new reform which started in 2013 and the first batch of graduates will be next year so TESDA is stil waiting for its results. K-12 has introduced four (4) tracks in the senior high school and one of the track is TVET (Tech-Voc Livelihood track) 30 % of those graduating in grade 12 will graduate from the TVET track. National Certification (NC) 1 and 2 are integrated in grades 11 and 12 so that those who can't pursue college or higher education are assured that they can already work.
- What is the biggest challenge/constraint you faced by students when they study in TESDA? Since some of the trainees are working already (they are attending training either for career advancement or for a change in career), some of them can't regularly report of finish classes. Access in sgri school is also a challenge due to low interest of students.

- Do you provide other support for youth/students? TESDA have two other delivery modes to help students/trainees. These are: mobile training mode wherein buses carry equipment to reach areas without training centers; on-line programs for free which are a favourite of OFWs or those those who can't attend regular training hours. TESDA also offers programs through community and enterprised-based to reach out to more students/trainees.
- What is the success rate of your trainees? Success rate is 95% the 5% are drop outs due to distance from training centers or traffic. The latter prompted some legislators to provide transport allowance to TESDA trainees.
- Apart from TESDA, are there other TVET schools in the country? There are 122 TESDA institutions providing free training and there are also private institutions where TESDA pays. P2.6B are allotted this year for TESDA scholarships in these institutions. Next year, there will be an additional P6B funds available for public education institutions offering tech-voc training.
- Who approves training programs? How many students/trainees do you have per year and how many graduates? Training programs are approved by TESDA. There is TESDA in all provinces that passed TESDA requirements (availability of tools, equipment facilities and trainers certification). TESDA does compliance audit after one year of operation and two years there after. However, the Secretary recently want to do 100% audit of TESDA programs. Some are already closed due to old equipment, but there are new ones. On the students, average number of students enrolled is 2.2M per year and 2.1 M graduates.

Day 3: A. Briefing on the Department of Social Welfare and Development Programs that address child labour

Mr. Minoru Ogasawara introduced the composition of the delegation while Assistant Bureau Director Leah Mejias welcomed the delegates to DSWD. She expressed her desire for the delegates to learn a lot from the Philippines in addressing child and youth problems. She also sees the study visit as an opportunity to to share their experiences in implementing programs for the children and youth and wishes the delegates to enjoy their study visit.

Mr. Reginald Joseph Soriano presented a background on the DSWD followed by Ms. Ana Oiden who presented the SHIELD program

According to Ms. Oiden, SHIELD stands for Strategic Helpdesks for Information, Education, Livelihood and other Developmental Interventions which is a model of intervention developed by DSWD Social Technology to combat child labour. The project is in its pilot stage in partnership with the Local Government Units (LGUs), Non-Government Organizations (NGOs) such as EILER, Bantoxics! and ECLIPSE, and other Government Agencies such as Department of Labour and Employment (DOLE), Department of the Interior and Local Government (DILG), Department of Education (DepEd), Council for the Welfare of Children (CWC) and the Technical Education and Skills Development Authority (TESDA). SHIELD was conceptualized to address the gaps identified in a research conducted by DSWD Social Technology Bureau on the Worst Forms of Child Labour, particularly on children working in mining, deep-sea fishing and pyrotechnics in five highly affected regions (Regions III, IV-A, V, VII, and X). The project aims to: 1) Establish a Local Child Labour Registration System to make the invisible more visible; 2) Strengthen system and local mechanisms for convergence of services for child labourers and their families through the establishment of a Barangay-based Help Desk; and 3) Increase awareness and capacities of child labourers, their families and duty-bearers.

Mr. Joel Jimenez presented the SLP or the Sustainable Livelihood Program which is a capacity-building program for poor, vulnerable and marginalized families and individuals in acquiring necessary assets to engage in and maintain thriving livelihood that would help improve their socio-economic conditions. Beneficiaries are targeted from DSWD's Listahanan database of poor households. Priority is given to PPP beneficiaries with willing and capable family members who are capable. It utilizes two tracks: the micro-enterprise development (entrepreneurship fund amounting to P15,000 max.) and employment facilitation (wage employment).

Ms. Maricel Gomez presented the Conditional Cash Transfer (CCT) Philippines - Improving the Human Capital of the Poor (Pantawid Pamilyang Pilipino Program or 4Ps). It is aimed at promoting human capital development among poor families to break the intergenerational cycle of poverty by improving the health condition of children age 0-14 years old; improving the maternal health of pregnant and lactating mothers; raising consumption of nutrient dense foods among poor households; increasing enrolment/attendance of children in elementary/high school; and encouraging parent's participation in the

growth and development of their children, and their involvement in the community.

Questions:

- What is the poverty line to determine if the household is poor? Poverty threshold is P50 or US\$1 a day according to law. The Listahanan database of DSWD is the source of beneficiaries.
- What percentage of beneficiaries of SHIELD is covered by SLP? DSWD is harmonizing efforts in all programs so no overlap. There's partnership within the Department. No duplication of services.
- Kindly provide more information on tech-vic under SHIELD. Tech-voc is in collaboration with TESDA TVIs. Only those of employable age are given facilitation for wage employment.
- Do you provide support for drop outs? Are there supplementary curriculum/programs to bridge the knowledge gap for them to be eligible for tech-voc? DSWD has the Balik-aral para sa child labourer program in collaboration with NGOs. It is a preparatory intervention before they are brought back to regular tracks. It involves coaching sessions and one-on-one interventions.

B. Briefing on Work of Different Organizations on Child Labour

Police Chief Inspector Jerome Bryan Saniano presented the Anti-Trafficking in Persons in the Philippines. He first explained that based on Republic Act No. 10364 or the "Expanded Anti-Trafficking in Persons Act of 2012", the PNP shall organize a separate and dedicated anti-trafficking in person unit (ATIP Unit) at the national and regional levels to be composed of trained TIP investigators. This paved the way for the creation of the specialized and dedicated anti-trafficking unit within the Philippine National Police - the Women and Children Protection Center. He further discussed TIP routes; TIP situation in the Philippines; shared data on TIP; common Incidents of child labour; as well as its current programs/actions. Inspector Saniano shared that the most common forms of exploitation in the country include adoption; mail order spouse; sale or removal of organs; children in armed conflict; labour and sex. Most of the victims are usually trafficked thru the use of back door in Mindanao and Palawan area going to nearby Asian countries, particularly in Malaysia. He noted that based on Philippine TIP data, sex trafficking is the most prevalent form of TIP, followed closely by labour exploitation.

He boasted that for the first time, the Philippines met the minimum standards of the United States against human trafficking, a \$150-billion global industry that includes prostitution, forced labour, and other forms of modern-day slavery.

Questions:

- Are there foreign TIP victims included in the report? None, all are Filipinos
- How is the process of support provided to trafficked child labourers? Upon rescue, victims are referred to DSWD for the after care services (counselling, etc). Law enforcers will only conduct interview to get details on the case.
- What will happen if friends identify potential victims of trafficking? If peers identify there's a potential child labourer victim, they can report it through the guidance office in school who, in turn, will report it to the authorities for validation. Related to this, DepED has developed a checklist of behaviors/indicators that would help identify potential child labour victim. The Anti-child labour law was used as reference in the development of said checklist.
- What challenges do you face in addressing TIP and child labour cases? PNP normally look for appropriate solutions to challenges at hand. One of the biggest challenge we face is the lack of personnel. Of equal important is that families of victims don't cooperate in pursuing the case in court, resulting to PNP finding other ways/means to investigate and pursue the case against perpetrators.
- The role of police is critical in fighting child labour where labour inspectors cannot reach or detect. Is the police limited to TIP cases alone or do you also cater to child labour cases? Have you ever experienced addressing child domestic labour case? The police cater to both. There are other divisions in the PNP which handles such cases. On the domestic labour cases, PNP provide security; DSWD provide home visitations; DOLE visits the establishment.

Ms. Edna Ramirez briefly presented DepEd's initiatives on child labour - the Guidelines on the Handling of Child Labourers in School. She emphasized that child labour is a poverty issue and that identification should really be the first objective of any policy. She explained that DepEd's interventions are not really new. They just make use of existing mechanisms. Currently, they are assisting in the detection of potential child labourers at the school level, through school forms. They also provide alternative delivery modes or flexible learning options for child labourers. They likewise participate in awareness-raising campaigns led by the Department of Labour and Employment; and use of existing child protection mechanisms to provide interventions and services. Our school system provides for the creation of school committees that detects who are at risk of becoming child labourer. Ms. Ramirez noted that some of the

challenges they face include harmonizing existing data; how to use said data; and how to share it with other partners as inputs for crafting and/or revising/ updating interventions on child labour.

Questions:

- Kindly explain how ALS is being done. Are the teachers paid for actual workloads when they visit the houses of children? Yes, it is part of their job description and they are provided overtime pays for their services since they do it after school hours.
- Are there special curriculums or school programs designed for school drop outs aged 15-18 to continue/complete basic education? In Vietnam, we provide continuing education for people who work in day time and study at night time. Yes, under the ALS Program, there are mobile teachers as part of the different mode of delivery. There are supplementary programs for vulnerable learners. There are also programs targeted at OSYs and we also have the open high school program for those who are working. We also have modules that can be applied by parents or the learners themselves, depending on the capacity of the learner.
- In your experience, what is the best way of providing alternative mode of education? There is no fixed way to provide alternative mode. It's a case-to-case basis. DepEd identify what mode is more appropriate based on the child needs.
- Do you have citizenship education programs or course/modules in the primary /secondary education that teaches the rights of the child and how existing conventions and laws can be explained and understood by students? Yes, in the social studies, civics and values education subjects.

Ms, Ma. Consolacion Salcedo of CWC provided a background on CWC. She said they CWC conducts sessions to parents under the 4Ps program of DSWD which covers the rights of the child and the responsibilities of parents.

Questions:

What is the role of CWC in NAPCL? CWC ensure that the plan is implemented nationwide, from the national down to the local level and ensure that LGUs have respective action plans. CWC help monitor status of implementation of the plan.

Mr. Trinh Tanh Hang thanked the guests for a very informative and impressive presentation. He also congratulated PNP for achieving Tier 1 status. He admired DepEd's move to build on existing mechanisms in identifying/detecting child labourers in school and wished that the guidelines will soon be approved.

Day 4: A. Visit to Child Labour-free Municipality

Mayor Gerry Calderon of Angono LGU delivered the opening remarks and welcomed the Vietnamese delegates and other guests.

Mr. Jhoulan Aralar presented how Angono became a child labour-free municipality. He shared that Mayor Calderon first acknowledged the reality that their municipality faces child labour problem. He started tackling it by profiling LGU's child labourers. He did this with the help from government interns (through DOLE-SPES) and with the Barangay Health Workers from the barangays where there are heavy concentration of child labourers. Policy interventions were then planned and achieved with the support of the Sangguniang Bayan. Consultations with various sector representatives, including parents of child labourers were held to craft and eventually implement programs to eliminate child labour in the municipality.

B. Visit to Child Labour-free Establishment

Toshiba Philippines President Hiroshi Okamura welcomes the Vietnamese delegation as well as representatives from DOLE-BWSC, Regional Office 4A and DOLE Laguna Provincial Office. He emphasized that Toshiba believes in its people and hope that the visit will help visitors in understanding how Toshiba operates and maintains its child-labour-free status since 2014.

Regional Director Zenaida Campita delivered the opening remarks followed by Mr. Minoru Ogasawara who explained that the delegation wants to learn the different means on how to fight child labour. He shared that they have already met different stakeholders dealing with child labour. He acknowledged that Toshiba is a very established company so it can really remain child labour-free. Toshiba, being a global company, the delegates are eager to know how they became child labour-free awardee. He also expressed his interest on how it is applied in Toshiba's supply chain.

Ms. Vu Thi Kim Hoa said that it's an honor to visit the Philippines, and in particular, Toshiba company. She introduced the Vietnamese delegation and shared that they are working with ILO Hanoi on ENHANCE Project. In this company visit, they want to know how Toshiba did it to achieve such award from DOLE so they can replicate it in Vietnam.

Mr. Raymond Ramos of DOLE Region IVA explained that there are two ways to be recognized as child labour-free establishment: 1) through nomination by the Regional Tripartite Industrial Peace Council (RTIPC); and 2) through direct application for a child labour-free establishment. Accompanying requirements include certificate of compliance on labour standards and OSH standards; validation process done by the Regional Director through the tripartite evaluation and monitoring team. Once validated, it will be forwarded to DOLE Central Office who will then give the child labour-free award/recognition.

Tosiba HRD Manager Mr. Edgar Santos presented a backgrounder on Toshiba, how big the company is, its products, employment size, as well as its future plans. Toshiba Philippines employees a total of 6,113 regular employees and has expressed its commitment to DOLE Region IV A to regularize more than 3,000+ more in the coming months.

Ms. Corazon Bunag presented how Toshiba achieved its child labour-free award and how it ensures that it is being maintained by the company and others involved in their supply chain. She boasted that Toshiba's first and foremost business principle is that it prohibits child labour in all its operation. It will also conduct a Risk Assessment of Child Labour and continually monitor implementation of this policy. It is also committed to train relevant employees and will engage them in continuous improvement and maintain effective communications mechanism with its suppliers. It is also committed to devise a remediation policy and plan that addresses remediation for Child Labour in its operation. It is explicitly written in their manpower hiring policy that the Company shall not encourage practices that will exploit children and young workers. In compliance with legal requirements only applicants eighteen years of age and above will be processed for employment. Toshiba has also expressed its commitment to exercise influence on their subcontractors, suppliers and other business partners to combat child labour.

Questions:

- What kind of policies for women expecting babies do you have? Pregnant employees are requested to report to HR about their pregnancy. The company has its own clinic with an OB Gyne who can

provide regular check-up and a lactation room for mothers. Toshiba likewise provide medical insurance; 60 days paid leave for normal delivery and 70-days paid leave for Caesarean to its employees. No hard work shall be given to pregnant women.

- Are pregnant women entitled to reduction in work hours? No reduction in working hours is provided to pregnant women if they certified fit to work.
- How do they verify that documents submitted to HR? How does Toshiba ensure that contractors and suppliers comply with their requirements? HR only accepts government-authenticated documents like birth certificates, voter's ID. For their contractors and suppliers, they do social auditing

Mr. Joseph Cano of Laguna Labour Managment Council Inc. presented their participation in Project Angel Tree of BWSC. Said project provided scholarship grants to rescued child labourers. LLMCI also provides child labour law lectures to parents of their beneficiaries.

Nguyễn Song Phương Thảo thanked Toshiba for allowing the delegates to visit the company as well as representatives from DOLE Regional and Provincial Office and the LLMCI. She expressed her hope to bring the experiences shared to Vietnam and try to apply it there. She also express her appreciation for the gifts and wished Toshiba to reach its full potential

Annex 3: List of People Worked and Met

International Labour Organization - Country Office for the Philippines

Mr. Cesar Giovanni Soledad
Project Coordinastor
ILO CARING Gold Project

Ms. Katherine B. Brimon
National Project Coordinator
SafeYouth@Work Project

Ms. Cerilyn Patolero
National Project Coordinator
ILO Building the Capacity of the
Philippines Labour Inspectorate
Project

National Child Labor Committee (NCLC)

Undersecretary Joel Maglunsod
Labor Relations and Special Concerns
Cluster
Department of Labor and Employment
(DOLE)

Director Karen Perida-Trayvilla
Bureau of Workers with Special
Concerns (BWSC)

Mr. Nicanor Bon
Chief, Policy and Program
Development Division
Bureau of Working Conditions (BWC)

Engr. Melba Marasigan
Occupational Safety and Health Center
(OSHC)

Ms. Lita Orbillo
Department of Health (DoH)

Ms. Basilio Benito
Department of Interior and Local
Government (DILG)

Ms. Edna F e B. Ramire z Executive
Assistant Office of the Undersecretary
for Legal Affairs
Department of Education (DepEd)

Police Chief Inspector Jerome Bryan M
Saniano
Chief, Intelligence and Investigation
Section
Anti-Trafficking in Persons Division
Philippine National Police (PNP)
Women and Children Protection
Center

Mr. Bernard Daytec
Department of Justice (DoJ)

Ms. Ma Consolacion Salcedo
Division Head, Policy and Planning
Division
Council for the Welfare of Children
(CWC)

Dir. Mary Anne Darauay
National Economic and Development
Authority (NEDA)

Ms. Girlie Grace Igtiben
NEDA

Ms. Joy Babaran
Philippine Information Agency (PIA)

Ms. Rhodora Buenaventure Snyder
Employers Confederation of the
Philippines (ECOP)

Atty. Sonny Matula
Federation of Free Workers (FFW)

Mr. Julius Cainglet
FFW

Ms. Florencia Cabatingan
Trade Union Congress of the
Philippines (TUCP)

Exec Dir. Dolora Cardeño
Educational Research and
Development Assistance (ERDA)
Foundation

NCLC Secretariat

Ms. Maribeth Casin
Mr. Jerommel Gabriel
Ms. Kimberly Carmina Diaz
Ms. Jannica Marie Harder
Mr. Neil Justin Nicolas

**Department of Social Welfare and
Development**

Ms. Leah E. Mejias
Assistant Bureau Director
Capacity Building Bureau

Mr. Reginald Joseph Soriano Training
Specialist III Capacity Building Bureau

Ms. Rebecca Ballesteros
Social Welfare Officer III, Social
Technology Bureau

Ms. Ana Oidem
OIC-Division Chief, Social Technology
Bureau

Ms. Maricel Gomez
Division Chief, Pantawid Pamilyang
Pilipino Program

Ms. Ana Raymundo
Project Development Officer IV,
Sustainable Livelihood Program

**Technical Education and Skills
Development Authority**

Mr. Elmer Talavera
Officer-in-Charge, Office of the
Deputy Director General for Policies
Planning

Ms. Ma. Susan P. Dela Rama
Executive Director, Certification Office

Ms. Ma. Angelina Carreon
Deputy Director, Planning Office

Mr. Howard Mark M. Plete
Senior TESD Specialist

DOLE Regional Office 4-A

Director Ma. Zenaida A. Angara-
Campita

Ms. Redempta Aquino
Ms. Delmar Peralta

DOLE Laguna Provincial Office

Ms. Lorena Gacosta
Mr. Raymond Ramos

DOLE Rizal Provincial Office

Ms. Marivic B. Martinez
Ms. Joy Angelyn Z. Parabas
Ms. Rechelle Eve Peregrino
Mr. Angelito Garcia
Mr. Mary Ann E. Isidto

Laguna Management Council, Inc.

Mr. John Joseph Cano
Vice Chair Management

Mr. Emmanuel Quizon
Vice Chair for Labor

Ms. Dina Gotis
Secretary

Atty. Delia T. Uy
BOD Management

Ms. Teresita Flamengco
BOD Management

Ms. Vicenta Nepomuceno
BOD Management

Mr. Virgilio Dela Cruz
BOD Labor

Angono LGU

Mayor Gerry Calderon
Local Chief Executive, Angono LGU

Ms. Marilyn Nabor
DILG Municipal Local Government
Operations Office Cluster Head

Ms. Sita Vetra
MSWD Registered Social Worker

Kon. J. Calderon
Sangguniang Bayan Member

Kon. J. Saguinsin
Chair Sangguniang Bayan Committee
on Social Services

Ms. Nancy Unidad
Municipal Planning and Development
Coordinator

Mr. Alan Maniaol
Chief of Staff, LGU Angono

Mr. Joulhlan Aralar
Focal Person for CLFP LGU Angono

Kap. Bernie Balagtas
Punong Barangay – Kalayaan, Project
Site CLFP

Kap. Jojo Villangca
Punong Barangay, Mahabang Parang,
Proj. Site CLFP

Dr. Maribeth De Dios
DepEd District Supervisor

Ms. Olive Parilla
President, Pambansang Kalipunan ng
mga Manggagawang Impormal sa
Pilipinas (PATAMABA), Partner CSO
for CLFP

Ms. Malou Navio
Overall Coordinator, Unbound,
Partner CSO for CLFP

Mr. Angelo San Juan
Project Coord CLFP

Mr. Arys Maniaol
Project Coord CLFP

JM Paminial
Former Child Labourer

JE Guardiano
Former Child Labourer

Ms. Care Leano
CLF Parent Beneficiary

Mr. Bim Banal
Project Partner PWD Artist

Police Supt. Veronica Agusin
PNP Chief of Police Angono Police
Station

Annex 4: List of Presentations:

- 1) Reducing Child Labour and Improving Working Conditions In ASGM
- 2) Building A Generation Of Safe and Healthy Workers: Challenges and Opportunities for the Philippines
- 3) ILO USDOL Project on Building the Capacity of the Philippines Labour Inspectorate
- 4) Philippine Efforts Against Child Labour
- 5) Promoting a Child Labour-Free and Child-Friendly Workplace as a Corporate Social Responsibility
- 6) Beyond Enforcement: Labour Inspection To Eliminate Child Labour In The Philippines
- 7) How can we Improve Risk Assessment and Management in Workplaces that commonly Employ Young Workers (Philippine Experience)
- 8) ILS Researches on Child Labour
- 9) Bureau of Workers with Special Concerns: Initiatives Against Child Labour
- 10) TVET for Poverty Reduction: Supporting the Development Agenda of the President
- 11) DSWD Programs and Services on Child Labour Prevention and Elimination
- 12) Trafficking In Persons In The Philippines
- 13) Role of CWC
- 14) DepEd's Guidelines on the Handling of Child Labourers in School
- 15) Child Labour -Free Establishment
- 16) Child Labour Free (Implementation & Practices) Toshiba Information Equipment (Phils. Inc)
- 17) Anti-Child Labour Campaign: DOLE Laguna Provincial Office in Partnership with the Laguna Labour Management Council, Inc.
- 18) Child Labour-Free Municipality: Angono, Rizal

Annex 5: List of Additional Reference Materials

- 1) Philippine Profile
- 2) Agency Profiles
- 3) National-Child-Labour-Committee
- 4) Good practice in programmes to eliminate_prevent child labour
- 5) HELP ME Convergence Program Against Child Labour
- 6) Department Order (DO) 115-11 Guidelines on the Implementation of the Incentivizing Compliance Program
- 7) DO 115-A series of 2012 Operational Guidelines on the Issuance of Tripartite Certificate of Compliance with Labour Standards
- 8) DO 115-B Child Labour-Free Establishment or Zone Seal
- 9) DO No. 115-C-14 Amending DO 115-B
- 10) ICP CLFE and CLFZ Form 2_Checklist
- 11) Manual on the Conduct of Inspection- Rescue and Enforcement Proceedings and Child Labour Cases
- 12) WDAFL Newsletter final-edited
- 13) Seal of Child friendly local governance_CWC
- 14) ECOP GUIDANCE DOCUMENT on Child Labour-Free and Child-Friendly Recognition Program
- 15) ECOP_Best Practice_Industry Guide
- 16) Best practice in eliminating CL thru education
- 17) K to 12 Basic Education Curriculum
- 18) RA 5208 TIP

Annex 6: Photo documentation of the study visit