



# **ASEAN Roadmap on the Elimination of the Worst Forms of Child Labour by 2025**



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# **ASEAN Roadmap on the Elimination of the Worst Forms of Child Labour by 2025**

The ASEAN Secretariat  
Jakarta

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# ASEAN ROADMAP ON THE ELIMINATION OF THE WORST FORMS OF CHILD LABOUR BY 2025

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## INTRODUCTION

The Worst Forms of Child Labour (WFCL) are a shared concern among ASEAN Member States (AMS), where children, especially in remote rural areas and hard to reach sectors, continue to perform hazardous work that may harm their health, safety and morals and where children fall victim to unconditional WFCL, such as human trafficking and commercial sexual exploitation, including online exploitation.

Available evidence indicates that child labour is primarily associated with hard to reach areas, notably remote rural areas, and with informal economy sector activities. Evidence from national surveys in seven AMS indicates that the highest incidence of child labour is found in the agriculture sector (including forestry and fishery), followed by services and industry sectors.

Child labour has multiple, inter-linked causes, such as poverty and vulnerability to economic shock, unequal access to education, social protection and other services, unsafe migration patterns and low levels of awareness and understanding of the issue and the possible courses of action to prevent and eliminate child labour.

This is well-recognised within the framework of various ASEAN Declarations, such as:

- ASEAN Declaration on Human Rights (initiated by ASEAN Inter-Governmental Commission on Human Rights or AICHR).
- Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN (initiated by Senior Labour Officials Meeting or SLOM).
- ASEAN Declaration on Strengthening Education for Out-of-School Children and Youth (initiated by Senior Officials Meeting on Education or SOM-ED).
- Declaration on the Elimination of Violence against Women and Elimination of Violence against Children in ASEAN (initiated by ASEAN Commission on the Promotion and Protection of the Rights of Women and Children or ACWC).
- ASEAN Convention against Trafficking in Persons Especially Women and Children (initiated by Senior Officials Meeting on Transnational Crime or SOMTC).
- Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children (initiated by Senior Officials Meeting on Social Welfare and Development or SOMSWD).
- ASEAN Declaration on Strengthening Social Protection (initiated by SOMSWD).
- ASEAN Declaration on Culture of Prevention for a Peaceful, Inclusive, Resilient, Healthy and Harmonious Society.
- Declaration on the Protection of Children from All Forms of Online Exploitation and Abuse in ASEAN (initiated by ACWC and SOMSWD).

- Joint Statement on Reaffirmation of Commitment to Advancing the Rights of the Child in ASEAN (initiated by SOMSWD).
- ASEAN Declaration on the Rights of Children in the Context of Migration (initiated by SOMSWD and ACWC).

The ASEAN Declarations also reinforce the commitments to protect children from the WFCL and prevent and eliminate child labour in a number of UN conventions, which have been widely ratified by AMS:

- UN Convention on the Rights of Children (UNCRC) (ratified by all AMS).
- UN Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW) (ratified by all AMS).
- UN Convention on the Rights of Persons with Disabilities (UNCRPD) (ratified by all AMS).
- ILO C138 on the Minimum Age for Admission to Employment.
- ILO C182 on the Worst Forms of Child Labour (ratified by all AMS).
- ILO C29 on Forced Labour.
- Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children (the Palermo Protocol).

The AMS also actively support and work towards the realisation of the Sustainable Development Goals (SDGs), notably SDG target 8.7 on elimination of forced labour by 2030 and elimination of child labour by 2025 and the adoption and implementation of this Roadmap is a key contribution to realising target 8.7 and other SDGs and targets in the ASEAN region.

The AMS also reaffirm commitment to the UN Guiding Principles on Business and Human Rights (UNGPR) and the active engagement of the business community, alongside other stakeholders, in the implementation of this Roadmap is a key priority.

The current Roadmap is the natural extension of the first ASEAN Roadmap to eliminate the WFCL by 2016. The 2016 ASEAN Roadmap had a strong focus on ensuring access to education, on enhancing national legal frameworks on child labour, on promoting social protection and labour market policies that lead to formalisation and decent work for adults among other things. Many of these priorities are still relevant for the 2025 Roadmap.

In addition to these policy priorities, the 2016 Roadmap emphasised researching and understanding child labour, strengthening partnerships and coordination of efforts in the region and at the national level.

These priorities are also reflected in national actions. Several AMS have adopted and implemented national Roadmaps, Action Plans or other, similar, policy initiatives aimed at speeding up their national level action against child labour employing coherent and coordinated methods.

While substantial actions have been taken, reaching target 8.7 will require stepping up action at national and regional levels and globally. This Roadmap intends to contribute to increased levels of action to eliminate the WFCL in AMS by 2025.



## VISION/OBJECTIVE

The objective of this roadmap is to guide ASEAN to collectively support its AMS over the next five years in working towards the elimination of the worst forms of child labour in the region by building upon achievements and lessons learnt from the implementation of the previous ASEAN Roadmap and similar policy initiatives.

This Roadmap will provide a region-wide framework of cooperation that complements the commitments and actions of AMS against child labour at national and global levels through the focus areas described below.

## FOCUS AREAS

ASEAN seeks to support AMS on the following:

- Prohibition of child labour practices and promoting good governance for elimination of child labour including:
  - Labour inspection especially in hard-to-reach sectors.
  - Institutional capacity for law enforcement.
  - Strengthening good governance for child labour elimination.
  - Strengthening coordination and cross-sectoral collaboration.
- Prevention of child labour practices including:
  - Addressing root causes of child labour.
  - Access to education especially in rural and remote areas.
  - Rural development and poverty reduction.
  - Decent work for young workers.
  - Public awareness raising; understanding modern forms of child labour (e.g. web-based exploitation).
- Protection of children including:
  - Social protection.
  - Improvement of systems to identify, withdraw and support children from child labour.

Additional details on the activities that are expected under these priority interventions areas are presented in Annex 1 along with information on timelines and implementing bodies.

## **IMPLEMENTATION MECHANISM AND RESOURCE MOBILISATION**

SLOM will be the lead body for the implementation of the Roadmap and other ASEAN bodies will contribute actively in accordance with their respective mandates.

Implementation coordination will focus on sharing of experiences and learning lessons from each other across both countries and sectors. Moreover, the regional level implementation coordination will focus substantial attention on monitoring progress and impact within and across AMS (leveraging SDG monitoring frameworks where possible). Finally, the regional level efforts will prioritise generating and sharing reliable data across the ASEAN region.

Support will be provided through technical assistance and through facilitating sharing of experiences and joint-learning among AMS. This will be done in collaboration with other stakeholders such as ILO, UNICEF, civil society, etc. where relevant.

SLOM shall oversee and coordinate the implementation of this Roadmap. Regular reporting on child labour issues by AMS will be a recurrent agenda item of SLOM. The ASEAN Secretariat shall assist and provide technical support to SLOM in consolidating updates from relevant ASEAN bodies on the status of implementation of this Roadmap as reflected in Annex 1.

The ASEAN bodies will make use of the monitoring framework detailed in Annex 2 based on regular reporting by AMS. The ASEAN Secretariat in collaboration with ILO will assist in consolidating data of AMS for Annex 2.

Achievements resulted from this Roadmap and the impacts will be evaluated in 2025 with a view of continuing efforts towards elimination of worst forms of child labour in ASEAN in line with the realisation of SDG's target 8.7 by 2030.

## ANNEX 1: KEY ACTIVITIES AND TIMELINE

The proposed key activities and the associated time frames are subject to further consultation among AMS and within each AMS. The proposed activities are selected as they are likely to be relevant in several AMS. This does not mean, however, that they are all equally relevant in all AMS. Therefore, each AMS will determine which of the key activities will be implemented nationally and how the selected activities will be implemented. This process will also include refining timelines and identifying the specific collaborating partners for each activity.

For initiatives that aim at sharing knowledge and experiences across AMS, involved AMS will consult and agree on the modalities for sharing and mutual support when implementation of the activity in question starts.

Key Result Areas	(Possible) Key Activities <sup>1</sup>	Tentative Timeframe <sup>2</sup>	Implementing Bodies	Potential Collaborating Partners <sup>3</sup>
<b>Focus Area: Prohibition of child labour practices</b>				
Labour inspection especially in hard-to-reach sectors	<p>Support exchange of information among national Labour Inspectors (LI) through webinars, exchange visits, workshops etc.</p> <p>Support development and revision of LI systems and tools across AMS</p> <p>Support social dialogue processes related to child labour</p>	2020-2025	SLOM ASEAN Labour Inspectorate Focal Points (ALI)	ILO Employers' and workers' organisations ASEAN Dialogue Partners
Institutional capacity for law enforcement including local governments	<p>Develop training materials for police, labour inspection, prosecution, judicial, border and migration control and other law enforcement officials</p> <p>Organise regional training and experience sharing workshops</p>	2021-2025	SLOM SOMTC ALI	ILO Employers' and workers' organisations ASEAN Dialogue Partners

<sup>1</sup> This is an initial list of possible activities that can be revised, shortened or expanded. Prioritisation of key activities may happen following consultations and not all countries will implement all activities. The decision on which activities to implement in individual AMS will depend on the national context.

<sup>2</sup> The timeframes indicated in this draft Roadmap will be subject to changes following consultations among AMS. The timeframes indicated are merely suggestions for overall implementation time periods. Detailed planning will be undertaken at national level.

<sup>3</sup> The specific collaborating partners that will participate in implementation of activities within each AMS will vary and partners will be identified nationally during implementation of the Roadmap.

Key Result Areas	(Possible) Key Activities <sup>1</sup>	Tentative Timeframe <sup>2</sup>	Implementing Bodies	Potential Collaborating Partners <sup>3</sup>
	<p>Establish online learning courses on child labour for law enforcement officers</p> <p>Support setting up of online child labour reporting platforms that allow the public to report child labour cases to law enforcement authorities and the social welfare departments</p>			
Strengthening good governance for child labour elimination	<p>Support review and revision of business, social protection etc. registration regulations and systems to streamline registration of small businesses, especially in the informal sector</p> <p>Support strengthening of legislation on chain responsibility in global, regional and national supply chains to require child labour prevention and mitigation measures and reports</p> <p>Support strengthening of public procurement rules and guidelines to ensure that child labour is reflected in bidding criteria</p> <p>Research the impact of governance practices, anticorruption initiatives etc. on child labour</p> <p>Support whistle blower initiatives, e.g. anti-graft hotlines</p>	2020-2025	<p>SLOM SOM-ED SOMSWD SOMRDPE SOMTC AICHR ACWC ALI</p>	<p>Local governments, Employers' and workers' organisations Civil society UNDP UNODC ILO Other UN and international organisations ASEAN Dialogue Partners</p>

Key Result Areas	(Possible) Key Activities <sup>1</sup>	Tentative Timeframe <sup>2</sup>	Implementing Bodies	Potential Collaborating Partners <sup>3</sup>
	Mainstream messaging on good governance and anticorruption into awareness raising and capacity development initiatives on child labour and the law			
Strengthening coordination and cross-sectoral collaboration	<p>Support experience sharing on development and implementation of cross-sector law enforcement initiatives and SOPs</p> <p>Support joint learning and experience sharing on national coordination mechanisms for elimination of child labour</p>	2020-2025	SLOM SOM-ED SOMSWD SOMRDPE SOMTC AICHR ACWC ALI	Employers' and workers' organisations Civil society ILO UNICEF UNESCO Other UN and international organisations ASEAN Dialogue Partners
<b>Focus Area: Prevention of child labour practices</b>				
Addressing root causes of child labour	<p>Regularly conduct national surveys on child labour</p> <p>Support national and regional research and analysis on the root causes of child labour in AMS and how to address them effectively</p> <p>Analyse and define “the right policy mix” to address the root causes of child labour in ASEAN</p> <p>Analyse and explore business models in global supply chains and identify good practices in addressing child labour in global supply chains</p>	2020-2023	SLOM SOM-ED SOMSWD SOMRDPE AICHR ACWC	ILO UNICEF UNESCO IOM Other UN and international organisations Employers' and workers' organisations Civil society ASEAN Dialogue Partners

Key Result Areas	(Possible) Key Activities <sup>1</sup>	Tentative Timeframe <sup>2</sup>	Implementing Bodies	Potential Collaborating Partners <sup>3</sup>
	<p>Create an online, freely accessible research repository for studies and research on child labour in AMS</p> <p>Conduct workshops, meetings, webinars etc. to share findings from research and findings on “the right policy mix” and business models and good practice in global supply chains</p> <p>Establish online, freely accessible “child labour 101 course(s)” for interested civil servants, planners, students, teachers, agricultural and industrial officers, employers and business representatives, trade union representatives, civil society organisations, youth activists and others who may impact development and play a role in eliminating child labour in AMS</p>			
Access to education especially in rural and remote areas	Support experience sharing on alternative education models (e.g. nonformal education, distance learning) in rural and remote areas and for hard-to-reach children (e.g. children affected by migration, minority children, stateless children, children in street situations, children with migrant workers, children living in emergencies, children in armed conflicts)	2021-2024	SOM-ED	Civil society Workers and Employers’ organisations UNESCO UNICEF ILO IOM UNHCR Other UN and international organisations ASEAN Dialogue Partners

Key Result Areas	(Possible) Key Activities <sup>1</sup>	Tentative Timeframe <sup>2</sup>	Implementing Bodies	Potential Collaborating Partners <sup>3</sup>
	Support analysis and experience sharing on TVET in rural and remote areas, including the informal sector			
Rural development and poverty reduction	<p>Support assessment of impact on child labour of rural employment and poverty reduction programmes</p> <p>Support mainstreaming of child labour responses into rural development and poverty reduction programmes</p>	2021-2024	SOMRDPE SLOM	Civil society Workers and Employers' organisations FAO ILO Other UN and international organisations ASEAN Dialogue Partners
Decent work for young workers	<p>Support analysis and experience sharing on Technical and Vocational Education and Training (TVET) in rural and rural areas and the informal sector</p> <p>Establish online resource library for young people and employers on how to protect young workers</p> <p>Undertake social media information campaign on protection of young workers</p>	2020-2025	SLOM SOM-ED SOMRDPE	Civil society Workers and Employers' organisations UNESCO FAO ILO Other UN and international organisations ASEAN Dialogue Partners

Key Result Areas	(Possible) Key Activities <sup>1</sup>	Tentative Timeframe <sup>2</sup>	Implementing Bodies	Potential Collaborating Partners <sup>3</sup>
Public awareness raising; understanding modern forms of child labour (e.g. web-based exploitation)	<p>Undertake research on the extent and nature of web-based forms of WFCL in ASEAN</p> <p>Conduct media and social media campaign on protection of children against web-based exploitation</p> <p>Undertake multi-partner media and social media information campaign on what the WFCL looks like in AMS in the 21<sup>st</sup> century and what “ordinary citizens” can do to prevent and eliminate WFCL</p> <p>Develop awareness raising systems/ programmes that can be easily modified and applied in AMS</p>	2020-2025	SLOM SOM-ED SOMSWD SOMRDPE SOMTC AICHR ACWC	Civil society Workers and Employers’ organisations UNICEF IOM ILO Other UN and international organisations ASEAN Dialogue Partners
<b>Focus Area: Protection of children</b>				
Social protection	<p>Undertake dedicated research on social protection systems/ programmes and their impact on child labour in AMS</p> <p>Establish online training and other easily accessible capacity building/training initiatives for social workers in AMS</p> <p>Hold high-level policy meeting on social protection and elimination of the WFCL in AMS</p>	2021-2022	SOMSWD SLOM ACWC	Workers and Employers’ organisations UNICEF IOM ILO Other UN and international organisations ASEAN Dialogue Partners



Key Result Areas	(Possible) Key Activities <sup>1</sup>	Tentative Timeframe <sup>2</sup>	Implementing Bodies	Potential Collaborating Partners <sup>3</sup>
Improvement of child- and gender-sensitive response systems to identify, withdraw and support children from child labour	<p>Collate and analyse SOPs and other information on existing child protection/child labour monitoring/referral systems in AMS</p> <p>Develop and share guideline and standard SOPs/child labour monitoring systems (CLMS) for identification, referral, physical and psychological recovery and social reintegration, and other support to children in child labour</p> <p>Set up online resource kit/training programme for social workers, law enforcement officers, teachers, nurses and others who may identify, refer, recovery, social reintegration, and/or other support services for children in child labour</p> <p>Set up online experience gathering and sharing platform for practitioners who may identify/refer/recovery, social reintegration, and/or other support services for children in child labour</p> <p>Support setting up of online child labour reporting platforms that allow the public, including children, to report child labour cases to law enforcement authorities and the social welfare departments</p>	2022-2025	SOMSWD SLOM SOM-ED SOMRDPE SOMTC ALI	Workers and Employers' organisations UNICEF IOM ILO Other UN and international organisations ASEAN Dialogue Partners

## ANNEX 2: MONITORING FRAMEWORK

The proposed indicators in this monitoring framework intend to measure both achievements of the key results (e.g. labour inspections in hard-to-reach areas) and, where possible, the expected impact of achieving the key results (e.g. a decline in the number of children engaged in child labour in hard to reach areas). The indicators are not, however, designed to measure delivery of outputs or progress on implementation. This must be done within national frameworks where the actual activities take place. Therefore, some of the indicators may not be directly linked with specific activities, but rather with the intended impact of implementing activities.

Data to verify indicators will be provided by AMS. The initial data provided will become the baseline for the Roadmap and subsequent monitoring will be done against this baseline for each AMS.

It should be noted that some AMS may collect data using different categorisations (e.g. different age brackets) from the ones proposed in this Roadmap. Where this might be the case, the AMS will use the categorisations most aligned with the ones used for the indicators when reporting against the Roadmap. It is not expected that AMS will conduct special national surveys or similar for the Roadmap reporting. This also means that some AMS may not be able to report against all indicators in this Roadmap.

Where data is available, AMS are encouraged to break down data on child labour as far as possible and report on the number of children in WFCL (and possibly other forms as well).

Key Result Areas	Indicators	AMS Data <sup>4</sup>
<b>Focus Area: Prohibition of child labour practices</b>		
Labour inspection especially in hard-to-reach sectors	<p>Proportion and number of children aged 5-17 years engaged in child labour, by sex and age<sup>5</sup>, geographical location and sector</p> <p>Number of labour inspectors trained by gender and geographical location</p> <p>Number of labour inspections using child labour related indicators/tools/inspection guides in each AMS</p>	<p>National Labour Force Surveys or other national household surveys</p> <p>Labour Management Information System (LMIS)</p> <p>Labour Inspection records</p>

<sup>4</sup> This column contains a non-exhaustive list of potential data sources. Each AMS will select suitable, available data sources for use in monitoring progress against the Roadmap.

<sup>5</sup> AMS are encouraged to break down data on age in line with the age limits set in ILO Convention 138 and according to the classifications adopted by the International Conference on Labour Statistics (ICLS) of age brackets 5-11 years of age, 12-14 years of age and 15-17 years of age. If AMS data for these classifications are not available, other classifications may be used for reporting against the Roadmap indicators.

Key Result Areas	Indicators	AMS Data <sup>4</sup>
Institutional capacity for law enforcement	<p>Number of child labour related cases registered with courts and mediation authorities</p> <p>Number of people trained by gender, geographical location and enforcement agency</p> <p>Number of users of online resources</p> <p>Number of cases reported online</p>	<p>Court registers</p> <p>Training records</p> <p>Website user statistics</p>
Strengthening good governance for child labour elimination	<p>Number of existing laws and regulations reviewed and revised</p> <p>Number of new laws and regulations adopted</p> <p>Number of whistle blower initiatives established or promoted</p> <p>Number of studies and other research undertaken</p> <p>Number of people trained on governance and anti-corruption by gender, sector, occupation</p>	<p>Government gazettes</p> <p>Research reports</p> <p>Training records maintained e.g. by government departments</p>
Strengthening coordination and cross-sectoral collaboration	<p>Number of cross-sector coordination mechanisms at national and local levels by AMS</p> <p>Number of joint programmes and initiatives by multiple partners implemented by AMS</p>	<p>Records, Ministries of Labour or other government department with coordination roles</p>

Key Result Areas	Indicators	AMS Data <sup>4</sup>
<b>Focus Area: Prevention of child labour practices</b>		
Addressing root causes of child labour	<p>Proportion and number of children aged 5-17 years engaged in child labour, by sex and age and geographical location</p> <p>Number of users of online resources</p> <p>Number of researches undertaken</p> <p>Number of resources shared online by category and country</p>	<p>National Labour Force Surveys or other national household surveys</p> <p>Labour Management Information System (LMIS)</p> <p>Education Management Information System (EMIS)</p> <p>Website statistics</p> <p>Records, Ministries of Labour or other government department with coordination roles</p>
Access to education especially in rural and remote areas	<p>Net enrolment rates, primary education by sex, age, nationality, and geographical location</p> <p>Transition to secondary education by sex, age, nationality, and geographical location</p> <p>Completion of full compulsory education cycle by sex, age, nationality, and geographical location</p> <p>Net enrolment in Nonformal Education (NFE) programmes by sex, age, nationality, and geographical location</p> <p>Net enrolment in TVET programmes by sex, age, nationality, and geographical location</p> <p>Compulsory education's share of public expenditure</p> <p>TVET's share of public expenditure</p>	<p>Education Management Information System (EMIS)</p> <p>National Household Surveys</p>

Key Result Areas	Indicators	AMS Data <sup>4</sup>
Rural development and poverty reduction	<p>Proportion and number of children aged 5-17 years engaged in child labour, by sex, age, nationality and geographical location and sector</p> <p>Rural development and poverty eradication programmes' share of public expenditure</p>	<p>National Labour Force Surveys or other national household surveys</p> <p>Labour Management Information System (LMIS)</p> <p>National budget/Ministry of Finance data</p> <p>Records, Ministries of Labour or other government department with coordination roles</p>
Decent work for young workers	<p>Proportion and number of young workers aged 14-17 years engaged in child labour, by sex and age, nationality, geographical location and sector</p> <p>Proportion and number of young workers aged 14-17 years engaged in acceptable forms of employment, by sex and age, nationality, geographical location and sector</p> <p>Net enrolment in TVET programmes by sex and age, nationality, and geographical</p> <p>Number of users of online resources</p>	<p>National Labour Force Surveys or other national household surveys</p> <p>Labour Management Information System (LMIS)</p> <p>Labour Inspection records</p> <p>Institutional records</p>
Public awareness raising; understanding modern forms of child labour (e.g. web-based exploitation)	<p>Proportion and number of children aged 5-17 years engaged in child labour, by sex and age</p> <p>Number of campaign activities</p> <p>Number of users of online resources</p>	<p>National Labour Force Surveys or other national household surveys</p> <p>Labour Management Information System (LMIS)</p> <p>Labour Inspection records</p> <p>Website statistics</p> <p>Media reports</p> <p>Institutional records</p>

Key Result Areas	Indicators	AMS Data <sup>4</sup>
<b>Focus Area: Protection of children</b>		
Social protection	<p>Proportion of households with children below 18 years accessing social protection</p> <p>Proportion and number of children aged 5-17 years engaged in child labour, by sex, age and nationality</p> <p>Social protection share of public expenditures</p> <p>Number of researches undertaken</p> <p>Number of users of online resources</p>	<p>National Labour Force Surveys or other national household surveys</p> <p>Child Protection Systems data</p> <p>Public budget and expenditure data/Ministry of Finance data</p> <p>Website statistics</p> <p>Institutional records</p>
Improvement of child-and gender-sensitive response systems to identify, withdraw and support children from child labour	<p>Number of children identified by age, sex, nationality, and geographical location<sup>6</sup></p> <p>Number of children referred to services by age, sex, nationality and geographical location</p> <p>Number of cases reported online</p> <p>Child protection share of public expenditure</p>	<p>Child Protection Systems data</p> <p>National Labour Force Surveys or other national household surveys</p>

<sup>6</sup> This indicator should include all cases registered, regardless of how they were identified and registered (online, in local government offices, by NGOs etc.).





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