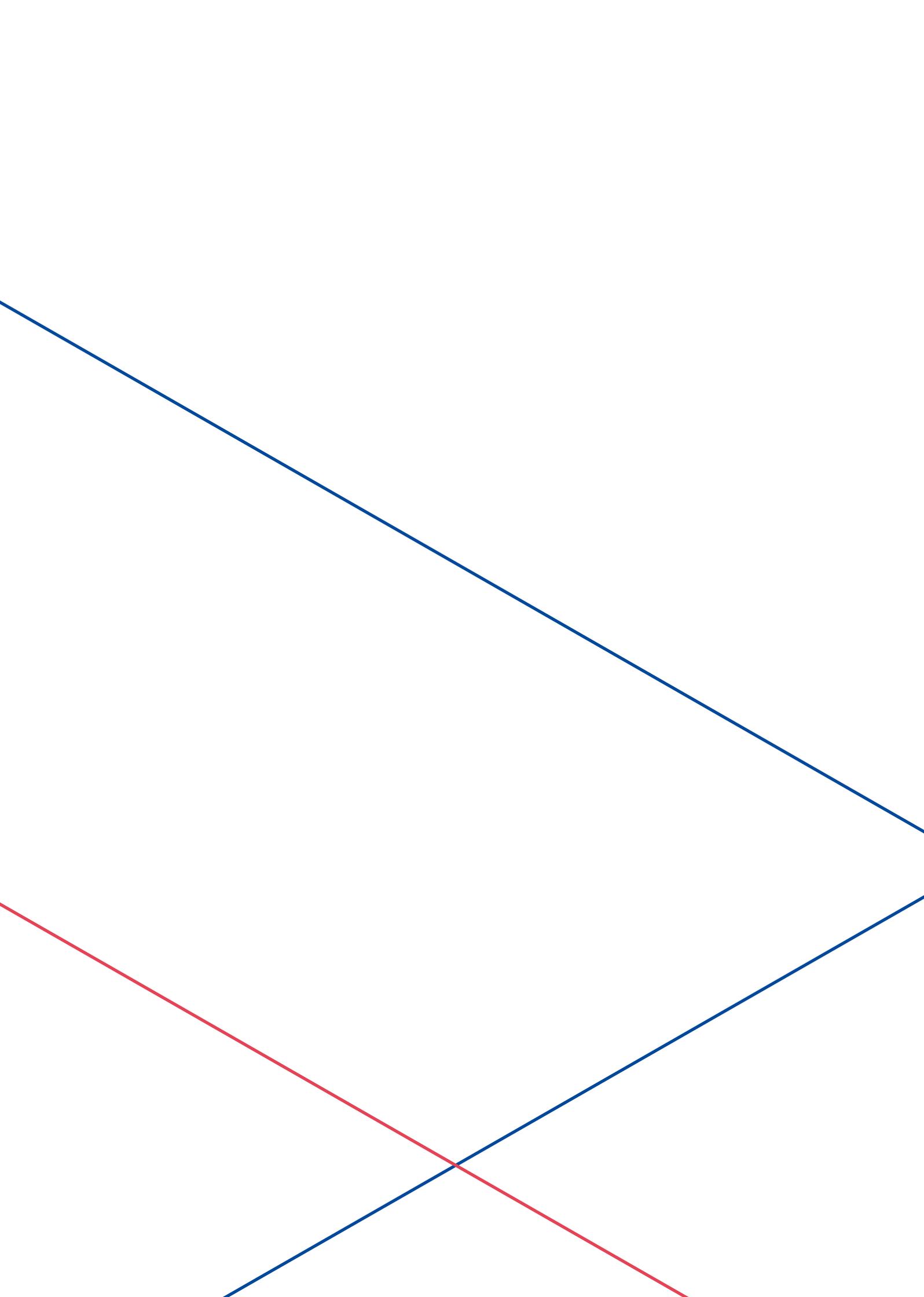




International
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Organization



- ▶ **Mapping interventions addressing child labour and working conditions in artisanal mineral supply chains**



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addressing child
labour and working
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mineral supply chains**

May 2020

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Young workers in a gold mine,
Ghana, 2019. © ILO/D. Riinaud.



Executive summary

At the request of the International Labour Organization (ILO), Levin Sources conducted this mapping (mainly desk research) of interventions (projects and initiatives) to address child labour and poor working conditions (either directly or indirectly) in the artisanal and small-scale mining (ASM) sector across different minerals. It included both existing and completed projects funded primarily by international donors. The study did not include programmes funded and implemented by governments or the private sector. It was conducted before the outbreak of COVID-19. Consequently, the research did not assess the negative impact of the pandemic on child labour in the ASM sector.

As the desk research progressed, it became clear that the research would benefit from a number of interviews, which were carried out with those organizations that responded to our invitation. Some of the projects and initiatives analysed are implemented by the ILO, however other organizations and/or multi-stakeholder platforms were also reviewed to ensure the broader picture could be captured. This research outlines lessons learned and gaps from existing interventions. Its preliminary findings were presented at the Inter-Regional Knowledge Sharing Meeting on Child Labour and Working Conditions in ASGM organized by the ILO in Manila, Philippines from 28-30 May 2019, where 50 experts from 10 countries met to discuss progress and take stock of their respective experiences in addressing child labour.¹ The report presented here has been enhanced by the outcome and recommendations of the meeting in Manila.

This research found nine main areas of work taken by organizations and initiatives to address child labour and poor working conditions in ASM. These include: 1) area-based work (child labour free zones); 2) social dialogue and information sharing; 3) inclusive and equitable quality education and awareness raising; 4) legislation, industry standards, guidelines, toolkits, multi-stakeholder initiatives, and promotion of best

practices, including formalization and traceability; 5) human rights, gender, community and family-based work; 6) research, monitoring, baseline and perception studies; 7) investment and funding; 8) technical advisory and advocacy, capacity building and technical support to improve productivity, working conditions, decontamination of lands, etc.; and 9) decent work for adults and youth, and social protection systems, including nutrition and health programmes.

The interventions analysed face many challenges when it comes to education, monitoring, regulation, formalization, due diligence and governance, cultural challenges, livelihood alternatives, poverty and development, widespread activities in vast locations, lack of funding and short timeframes, state fragility, instability and external shocks, and engagement challenges.

The main gaps identified from the interviews and various readings are related to data and knowledge gaps, and lack of information sharing, monitoring strategies, resources, funding and clear leadership to implement the agenda. As such, it is recommended that measures are put in place to foster greater collaboration and knowledge sharing, to make a concerted effort to collect and share only quality information, to analyse ways to raise awareness of the importance of integrated approaches that address all nine identified areas of work to tackle child labour, and to create a cross-mineral and multi-sector round table. It is also recommended to work with practitioners to create enabling conditions to ensure compliance with the ILO Conventions and Definitions on child labour as well as national labour laws. The ILO defines child labour as “work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development”.²



Child working in a gold mine,
Philippines, 2004. © ILO/J. Fortin.



1. Introduction

This mapping research aims to provide a high-level review of interventions (projects and initiatives) that aim to address child labour and poor working conditions (either directly or indirectly) in the Artisanal and Small-scale Mining (ASM) sector across different minerals. ASM refers to mining activities which are normally typified as formal, informal or illegal mining operations. Artisanal mining uses predominantly rudimentary technologies, whereas small-scale mining can be mechanized, or semi-mechanized, and/or have a greater degree of capitalization. Together, we call these two activities ASM.

Worldwide, it is estimated that there are 40 million people working in ASM across 80 countries, with 150 million people depending on ASM practices, including family members of the ASM miners and the broader ASM community.³ Artisanal miners are responsible for 20 per cent of the global supply chain of gold and diamonds, 80 per cent of the global sapphire supply chain, 26 per cent of the global tantalum supply chain, and 25 per cent of global tin production.⁴

It is difficult to estimate the total number of children working in mines due to the challenges in data gathering. Data gathering is challenging because of the informal nature of the sector and the lack of

common understanding from stakeholders on what represents child labour as per the ILO Conventions on child labour.⁵ In many of these countries, more than 70 per cent of ASM operators are informal or illegal, and informality not only leads to negative environmental and social impacts, but it also leads to secrecy, making it more difficult to monitor and assess the number of children working in mines. Data gaps limits the duty bearers' capacity to address the needs of children in child labour, and this same absence of data hinders policy makers and service providers' efforts to address the issue.⁶ Despite these data gaps, in 2006, the ILO estimated that about 1 million children work in ASM.⁷ Although, globally, child labour in all sectors has declined, child labour in ASM might be higher now as ASM activities have been increasing steadily since 1993. In Burkina Faso, estimates show that children constitute between 30% and 50% of the entire ASM gold mining workforce.⁸

Children working in ASM communities engage in a wide range of tasks, from mining activities, such as digging, carrying heavy loads, grinding, sorting rocks or mixing the ground ore with mercury (in the case of gold), to providing services to miners and ASM communities, such as selling food or being involved in prostitution or trafficking.



A girl child working in a quarry, Uganda, 2010. © ILO/N. Osseiran.



Mining is considered to be one of the most hazardous types of work for children, and therefore it is classed as one of the worst forms of child labour⁹. Although, some organizations and groups of academics consider that not all tasks that children do in ASM are dangerous, the ILO and the UN consider all forms of child labour in mining hazardous by their nature or by the conditions under which mining activities are performed.¹⁰ When children work in mining, they breathe dusty air and, in some cases, toxic gases such as mercury (in the case of gold mining). Moreover, child miners risk death from explosions, tunnel collapse and rock falls. In all mining sites, there is the risk of falling into pits or open shafts. Girls around mine sites are also exploited in other ways including performing household activities, prostitution or domestic labour for third parties.

There is an ongoing debate between agencies, organizations and academics, on the different areas of work and approaches to addressing child labour as well as the impacts of child labour. For instance, some academics consider that child labour in mining often enables children to afford education, whereas the ILO and UN argue that it often prevents children from going to school.¹¹ The current research presented here aims at gathering all the different views encountered on the topic and presenting a flat description of the different areas of work undertaken, lessons learned, challenges and gaps. It is important to note, however, that due to the rapid nature of this research, some views might have been missed.

Due to the increase in demand for minerals, ASM is predicted to grow in the coming decades. Estimates for the growth of ASM globally vary and cannot be stated with accuracy, but some estimates indicate that in the past two decades ASM has grown from 6 million people in 1993 to 40 million in 2017.¹² ASM, as well as child labour, is primarily poverty-driven. This report outlines the main initiatives and projects observed, lessons learned and gaps from existing practices that address child labour and poor working conditions, including mercury management in the ASM sector.



Young worker in a gold mine,
Ghana, 2019. © ILO/D. Riinaud.



2. Methodology

This written report has been checked and subject to internal technical and quality control reviews following ILO and Levin Sources' procedures. Preliminary findings of the draft report were presented to the ILO and participants of the Inter-Regional Knowledge Sharing Meeting on Child Labour and Working Conditions in ASGM in Manila, Philippines from 28-30 May 2019. The outcomes and recommendations of the Meeting served to finalize this report.

This study is drawn from rapid desk-based research, which was complemented with 26 stakeholder interviews to validate facts and assumptions. The identities of the people interviewed have been protected. More than a hundred programmes, certification schemes and multi-stakeholder initiatives have been reviewed and analysed in order to extract lessons learned and gaps. Information and key points extracted have been summarized in this document. This information was gathered on the following intervention components: lessons learned, areas of work, challenges, replicability, child migration, sustainability, stakeholders involved, and gaps. A summary of the findings is presented here. Because of the time limit and the rapid nature of this

study, the information provided is not exhaustive and some interventions or views might have been underrepresented. This study included both existing and completed projects funded primarily by international donors. The study did not include programmes funded by governments or the private sector. Further research is needed to assess whether these projects and initiatives have contributed to reducing child labour in ASM.

After mapping all interventions (projects and initiatives), nine main areas of work to address child labour in ASM were identified, and an approach to address child labour was suggested. "Area of work" is defined as a function or speciality where work takes place. Whereas "approach" is defined as a way / pathway to deal with something, in this case child labour and poor working conditions in ASM. Therefore, an approach can include many different specific areas of work.

Levin Sources understands and acknowledges that child labour is a sensitive issue and, in addition to the literature review, has tried to capture all the opinions and information found online and from the interviews.



Children accompanying their parents in a quarry,
Uganda, 2010. © ILO/N. Osseiran.



3. Interventions

The desk research identified 109 programmes, certification schemes or multi-stakeholder initiatives that tackle child labour and poor working conditions in the ASM sector either directly or indirectly. These have been summarized in a separate Excel document for internal use. This research shows that there are many different strategies used to address child labour and poor working conditions around the world, with different lessons learned, results, challenges encountered, theories of change and sustainability strategies. This section summarizes the main findings of the rapid research.

► 3.1 Areas of work

This research shows that there are at least nine different areas of work that the programmes analysed have used or are using to tackle child labour and poor working conditions, shown in Figure 1:

1. **Child labour free zones - area-based work**
2. **Social dialogue** and **information sharing**
3. Inclusive and equitable quality **education** and **awareness raising**
4. Technical **advisory** and **advocacy, capacity building** and **technical support** to improve productivity, working conditions, decontamination of lands, etc.
5. **Decent work** for adults and youth, and **social protection systems**, including **nutrition** and **health** programmes
6. **Human rights, gender, community** and **family-based work**
7. **Legislation**, industry **standards**, guidelines, toolkits, multi-stakeholder initiatives, and promotion of best practices, including **formalization, due diligence** and **traceability**
8. **Research, monitoring, baseline** and **perception** studies
9. Investment and funding

This rapid research suggests that when an integrated approach is introduced to tackle child labour in ASM across different areas of work and in other sectors, then positive results can be observed. Ultimately the best approach to address child labour and poor working conditions is a holistic one that covers all the areas of work above. A more detailed explanation of potential approaches is found at the end of this section. However, a stronger conclusion in this regard would have been possible only if all projects analysed used similar methodology and indicators to assess impact and success. Yet, given the diversity in data gathering and the limited publicly available resources in this regard, it is not possible to draw statistical conclusions.

3.1.1 Child labour free zones - Area-based work

Child labour free zones are geographical areas where all children are encouraged to go to school again and stop working, without making any distinction between different forms of child labour. The research suggests that a multi-sectoral approach to address all forms of child labour in a specific geographical location can have a longer positive impact.

Some identified examples of child labour free zones are found in Ghana, Philippines, Kenya and Uganda, by the ILO, Stop Child Labour (Hivos), Solidaridad, Fairtrade, Save the Childhood Movement (Bachpan Bachao Andolan), UNICEF and Fairphone. Each programme-specific strategies and stage of development vary. In Uganda, for instance, there are at least five child free labour zones, two of those are in areas rich in ASM gold mining.¹³

► Figure 1. Areas of work contributing to decent work and child labour-free ASM supply chains that have been found in the different programmes and initiatives analysed



► **Box 1: Key steps to establishing a child labour-free zone in Uganda – “Stop Child Labour” interventions¹⁴**

1. Selection of the area: conduct baseline studies, situational analysis, identify a service provider, and train the selected agency or partner.
2. Build trust: get to know the community, discuss the issues that are important to them and listen in a neutral way.
3. Gather information: map the specified area and get data on all children in and out of school, and service providers (government programmes, schools, vocational training centres, etc.).
4. Reveal information: awareness raising in the communities, churches, schools, etc. on the dangers of child labour and children’s rights.
5. Formal committee creation: create a committee of interested individuals in the community with a positive attitude, commitment and leadership.
6. Implement the plan: train community leaders, teachers, parents, children, monitor, document, and strengthen social mobilisation towards setting a norm that does not allow children to work.
7. Support children in school: identify children and schools to be part of the programme.
8. Strengthen the school system: provide resources and centres to reintegrate children in the formal school system.
9. Sustained follow up: stimulate dialogues with the community on sustaining practices.
10. Progress: sustained mobilisation to provide support to other communities.

3.1.2 Social dialogue and information sharing

Social dialogue and information sharing are very important components to ensure that the implementation of any project is sustainable in the long term. Elements that enhance social dialogue and information sharing between stakeholders are therefore highly important. Social dialogue is defined by the ILO as the negotiation, consultation or exchange of information between, or among, governments, employers and workers, on issues of common interest relating to economic and social policy. The ILO Safety and Health in Mines Convention, 1995 (No. 176) and the ILO Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187) have a great potential to promote social dialogue in the mining sector.

Social dialogue and the institutions for social dialogue could be enhanced in the mining sector, inter alia, by: i) strengthening mechanisms and institutions for social dialogue, including giving a voice to miners (and, in particular, to artisanal and small scale miners) and engaging miners’ unions and associations in policy-making; ii) addressing barriers to women’s representation; iii) enhancing the capacity of employers’ and workers’ organisations to increase their membership (including by reaching out to their potential members in the mining areas) and effectively represent and advocate for their members; and iv) improving coordination and information-sharing among stakeholders.

In relation to mechanisms and institutions for social dialogue on child labour in mining, the ILO has facilitated the creation and operationalization of national and district level committees, tripartite or bilateral agreements or memorandum of understandings, among others. A good example of social dialogue promotion can be found in the work carried out by the ILO in Ghana.

► **Box 2: Social dialogue promotion in Ghana - ILO interventions¹⁵**

In Ghana, the ILO engaged in a highly participatory process involving the social partners, key government agencies such as the Ministry of Employment and Labour Relations/Child Labour Unit, the Ministry of Lands and Natural Resources, the Minerals Commission and the Ministry of Gender, Children and Social Protection to foster collaborations between them and develop the framework of the National Plan of Action to Eliminate Child Labour (NPA 2) and the Multi-Lateral Mining Integrated Project (MMIP). Through social dialogue and information sharing, networks and collaboration were fostered and promoted particularly between the Ministry of Labour, the Minerals Commission, and the Ghana National Small-Scale Miners' Association (GNASSM).

The ILO also worked in alignment with the framework of the NPA1 and 2, with the Ministry of Employment and Labour Relations to set up the National Steering Committee on child labour (NSCCL). The NSCCL is directly managed by the Ministry and it aims to guide and coordinate all the interventions against child labour (including those in mining) which are being undertaken by public or private institutions. The NSCCL is composed of representatives from relevant public and private institutions including Government Ministries, Departments and Agencies (MDAs) including Parliament, Workers and Employers' Organizations, Civil Society Organizations, Academia/Research institutions and Development Partners. Under the NPA1, a subcommittee on mining and extractive industry promoted sectoral social dialogue and provided relevant technical guidance on ways to address child labour in the sector.

Dialogue and information sharing between different stakeholders can be enhanced with different elements, such as:

- The **creation of networks and platforms**, such as:
 - The **Investissement Durable au Katanga (IDAK)**, a multi-stakeholder platform for Katanga, funded by the German Corporation for International Cooperation GmbH (GIZ), that comprises representatives of the provincial government, mining companies and civil society.¹⁶ IDAK provides a dialogue platform to create guidelines on corporate social responsibility and set out social standards.¹⁷ An interviewee reported that the creation of IDAK was very important in raising public authorities' awareness on child labour in ASM. IDAK was developed after the development of a National Framework and National Action Plan (NAP) against child labour.
 - The **Japan Electronics and Information Technology Industries Association (JEITA) Responsible Minerals Trade Working Group** is a multi-industrial collaborative network that works to promote and develop policies and action plans for responsible minerals sourcing.
 - The **Sustainable Trade Initiative (IDH) Tin Working Group** is a multi-stakeholder platform that works to address the challenges of tin mining in Indonesia.
 - The **International Council on Minerals and Metals (ICMM)** is a multi-stakeholder platform with 26 mining companies and 35 national and regional associations that seeks to catalyse change in the mining sector. The ICMM has developed guidance on community development, stakeholder engagement and on how to strengthen community to help their members strengthen their relationships with local communities.
 - **IndustriALL**, the global trade union of the mining sector is supporting formalization and capacity building activities for artisanal and small-scale miners and their associations.

- The **Global Mercury Partnership** is a network of governments, industry, NGOs, and academia who are dedicated to reduce global releases of mercury, and to protect the environment and human health from the impacts of mercury.
- The **Child Labour Platform (CLP)** hosted by the ILO, and co-chaired by the International Organisation of Employers and the International Trade Union Confederation, is a leading business multi-stakeholder cross-sectoral forum for sharing experiences and lessons learned in tackling child labour in supply chains. The Platform also supports member companies with their due diligence obligations across tiers and it helps to measure their impact.
- **Pilares' Solidarity Networks** are networks of local civil society organizations that address child labour and other unacceptable working conditions in artisanal and small-scale gold mining in Colombia.
- The **provision of a mediator**. organizations such as the Alliance for Responsible Mining (ARM), mediate between ASM miners and the government.
- The **creation of exchange programmes** of mining practices between miners of different mines, implemented as part of the Somos Tesoro project in Colombia.¹⁸

There are also ways to enhance dialogue and information sharing that relate to raising awareness, which have been included in the next section of this report (inclusive and equitable quality education and awareness raising).

Although information sharing can also be enhanced by the use of networks and platforms, databases for information sharing are limited, each organization typically shares information on their website or keeps it internally. Moreover, the quality of the information provided differs a lot. Some initiatives, such as the DELVE platform, Alliance 8.7, or, SAM project ASM knowledge hub, are a clear step forward, but they all have limitations. The DELVE platform focuses on ASM data, not child labour; Alliance 8.7 focuses on four action groups (supply chains, migration, rule of law & governance, and conflicts & humanitarian settings) and partnership making to end forced labour, modern slavery, human trafficking and child labour globally, and SAM's ASM knowledge hub focuses on the

Mongolian context only. There are other initiatives – such as the Extractives Hub, Planet Gold, the previous World Bank's Communities and Small-Scale Mining (CASM) initiative website, the Women's Rights and Mining portal, Goxi and PIM (Plataforma Integral de Minería a Pequeña Escala) – which are also a good step forward designed to share information, but they also have limitations in terms of coverage of information on how to address child labour in ASM.

3.1.3 Inclusive and equitable quality education and awareness raising

Education and awareness raising are key elements in the prevention of child labour. Specific elements used by the different programmes analysed include:

- **Improvement of schooling system**, by implementing early childhood development, care and pre-primary programmes, reducing direct and indirect schooling costs, extending school access, improving the quality of education, educating on future work options, providing support to students, empowering youth, among others. In areas where ASM is prevalent the improvement of the education system is addressed by programmes and organisations such as:
 - ILO through various its child labour programmes, projects and interventions
 - The Sustainable Cobalt Mining project launched by the BMW Group, BASF SE, Samsung SDI and Samsung Electronics
 - Terre des Hommes
 - Save the Childhood Movement
 - The Responsible Mica Initiative activities as part of their community empowerment programme
 - The Diamond Development Initiative as part of their community development programme
 - World Vision
 - Save the Children
 - UNICEF
 - Good Shepherd (Bon Pasteur)
 - Plan International
 - Stop Child Labour
 - EcoUganda
 - Somos Tesoro

▶ **Communication strategies to raise awareness and sensitise communities**, ASM miners, companies, governments, among others, on various issues, such as the importance of tackling child labour and poor working conditions, or the promotion of best technologies to avoid the use of mercury. Communication strategies have been developed, are being developed and are used by many organizations and programmes, for example:

- ▶ ILO
- ▶ Children Out of Mining project (Watato Inje Ya Mungoti)
- ▶ The Japan Electronics and Information Technology Industries Association (JEITA) Responsible Minerals Trade Working Group
- ▶ Stop Child Labour
- ▶ UNIDO's Global Mercury Project
- ▶ Better Gold Initiative
- ▶ Amnesty International
- ▶ Nexus3, formerly known as Balifokus
- ▶ Fairtrade
- ▶ Global Rights Alert
- ▶ Desarrollo y Autogestion
- ▶ Civic Response on Environment and Development (CRED)
- ▶ Somos Tesoro

Communicating ASMs' challenges can help provide a more balanced view of the sector and provide greater support for ASM; this can be done by highlighting ways the sector contributes to sustainable development.¹⁹ Communication requires significant time and resources, and most organizations working in the ASGM sector do not allocate enough resources to communications nor they develop long-term strategies.²⁰ However, there are a few promising developments such as the DELVE platform and campaigns like the Golden Line or the Somos Tesoro project.²¹ The PlanetGOLD project extracted a series of recommendations for performing effective communications on ASM, which included:²²

- ▶ Tailoring communications to the audience needs and preferences.
- ▶ Defining the way to portray miners and communities, explain how the project will contribute to your vision.

▶ Embracing complexity with creativity – simple messages are right, but they should not be simplistic.

For more information on how to communicate effectively on ASM, please consult the PlanetGOLD "Communicating about ASGM" brief.²³

▶ **Box 3: Effective communications practices in Colombia – "Somos Tesoro" Project²⁴**

Effective communication practices help to increase the support for artisanal and small-scale mining (ASM) sites. The "Somos Tesoro" Project offers clear examples of how communications can be done successfully.

The project works to reduce child labour in Colombian ASM sites. The project communicated directly with miners and ASM communities by identifying the potential of ASM as a driver of local development, instead of outright condemnation of ASM sites that engaged child labour. The "Somos Tesoro" Project focused on understanding perceptions of child labour in ASM communities, defining the type of ASM that could meet the aspirations of the communities and comply with government regulations. This practice involved working with communities, including parents and children, to develop and implement communication activities, from prevention campaigns led by youth and miners to public service announcements (PSAs) aired across Colombia. Communities were able to speak about child labour in a more positive context and community members became advocates for the eradication of child labour. As a result, communities concluded that responsible mining should protect children, provide opportunities for young people, and benefit their communities. This process helped increase the credibility of the messages with other miners and local and national authorities.

3.1.4 Technical advisory and advocacy, capacity building and technical support

Technical advisory, advocacy, capacity building and technical support are crucial elements in creating the necessary environment for legal commitment at a government, company and community level.

Technical advisory or advocacy elements can be targeted at:

- **Governments** – in order to strengthen legislative and policy frameworks to guide action against child labour, increase private sector investment, provide legal advice on formalization, advise on designation of legal mine sites, support strategy development on ASM, analyse risks and opportunities, include child labour concerns in relevant social policies, establish legal frameworks based on international standards, among others. Many organizations are working in this sphere, including, as examples: GIZ, PACT, IMPACT, ARM, Diamonds Development Initiative, Plan International, ILO, UNICEF, etc.
- **Banks and sovereign wealth funds** – in order to promote conflict free gold purchasing. Some examples working in this sphere include the World Gold Council, or the Trust Merchant Bank. The Trust Merchant Bank is trying to improve access to finance for ASM in the DRC.
- **Cooperatives and miners** – in order to promote international best practices and standards, provide legal advice on their rights, and strengthen practices to tackle child labour. Some organizations working in this sphere include ARM, Solidaridad and ILO through its Cooperative Branch.
- **Communities** – in order to provide legal advice on their human rights and how to claim their rights. Some organizations working on this include Global Rights Alert, CRED, UNICEF, ILO, etc.
- **Children vulnerable to child labour and other abuses** – in order to provide legal advice and access to justice, Save the Childhood Movement is working in this sphere.

Capacity building elements can also be targeted at national and local governments, communities, ASM miners, families, children, companies, cooperatives, CSOs and NGOs. The main capacity building areas of work observed in this analysis are:

- Capacity building on formalization, certification schemes and responsible mining practices for miners and cooperatives. This is done by many organizations, such as Better Gold Initiative or ARM.

- Capacity building on responsible sourcing and traceability for downstream and end-users, also offered by many organizations such as the Responsible Minerals Initiative.
- Providing correct baseline information on ASM to empower government and other actors to take the best decisions.
- Capacity building for caregivers on positive parenting skills, this is done in the Children out of Mining project (Watato Inje Ya Mungoti) and Somos Tesoro.
- Capacity building on organizing and establishing community children committees, school clubs, also done in the Children out of Mining project (Watato Inje Ya Mungoti), the CARING Gold Mining Project, the Responsible Mica Initiative, and Save the Childhood Movement.
- Training and education on child labour issues to miners, communities and companies. Some examples of this include the CARING Gold Mining Project and Somos Tesoro.
- Education on financial literacy, strategies to access the market, improving incomes and credit saving options to communities and miners. This is done by several organizations, to name some examples: Diamond Development Initiative, Fairtrade and Plan International.

Finally, technical support on mining practices is another type of element used by many organizations to improve working conditions and the productivity of ASM, which in turn has a positive impact on revenue generation. Examples include Fairtrade, which is a leading organization working to improve the productivity of ASM, SDC's SAM project had a key focus on improving health and safety conditions as well as environmental protection, including mercury management, and GIZ's Sustainable Cobalt Mining Initiative focuses on addressing mining practices and has a lot of learnings on the technical mining strategies targeted at cobalt.

There are many other organizations and initiatives that provide capacity building, technical support and advice to ASM actors. In the ILO context, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) is responsible for providing an impartial and technical evaluation of the application of ILO standards. When reviewing the applications, the CEACR makes observations and direct requests.

Trade Unions can also play a critical role in supporting the process of ASM formalization by supporting campaigns and calls for the promotion of safe mining, by facilitating dialogue between ASM and the government, as well as between ASM and LSM. Trade unions have also a crucial role in building capacity of ASM miners and their associations and making them aware of their rights, among many other things. A few examples where trade unions played a role in supporting ASM formalization are included in the box below.

► **Box 4: Support to artisanal and small-scale mining (ASM) formalization - Trade unions interventions**

- The **Federation of Free Workers (FFW)** and IndustriALL have been collaborating with the ILO CARING Gold Mining Project in the **Philippines** to develop a presence in ASM. Both contributed to increasing miners' awareness about Freedom of Association (FoA) and have visited project sites. Moreover, they both advocated for the formalization of ASM by, as a start, giving the sector a seat in the local Mining Tripartite Industrial Peace Council in Camarines Norte, a Province known for high level of ASM operations.

IndustriALL Philippines also participated in the Manila Inter-Regional Knowledge Sharing Meeting on Child Labour and Working Conditions Issues held in May 2019. IndustriALL Philippines continues to participate in post-meeting activities. They are an active member of the Technical Working Group (TWG) which helps the ILO set up a knowledge-sharing platform to keep the momentum from the Manila meeting.

- In 2017, in **Indonesia**, the National Association of Artisanal and Small-scale Miners benefited from a training workshop on Occupational Health and Safety (OSH) in mining organized in Jakarta by IndustriALL, in collaboration with the ILO. During another workshop

held in Jakarta on 11 November 2019, with the support of IndustriALL, unions and employers focused on how collective bargaining in the workplace can promote OSH.²⁵

- The establishment of a training centre in **Sub-Saharan Africa**: the Friedrich Ebert Stiftung (FES) created the Trade Union Competence Center for Sub-Saharan Africa (TUCC), which is aimed at imparting knowledge and enhancing the ability of trade unions and advocacy groups to have a say in political processes, including formalization.

- The call for formalization of ASM in **Africa** by IndustriALL: on 29 August, 2019, IndustriALL called for the formalization of ASM in Africa as a way to transform the sector and protect workers.²⁶ The call followed a meeting of IndustriALL Global Union mining affiliates and FES-TUCC in Johannesburg, South Africa, on 21 and 22 August 2019.²⁷ Formalization was found to improve safety and allow for decriminalization of the activity, as well as to open the door to opportunities provided to ASM. Trade unions were urged to support the organization of artisanal miners and help transition workers from the informal sector to the formal economy, as the International Labour Organization Recommendation 204 states. It was also suggested how the creation of forums to include ASM workers could be a starting point of the formalization journey. Finally, a recommendation was made to amend union constitutions in order to allow miners to access membership and join union activities on education, social dialogue and collective bargaining.

As a result of the meeting in **South Africa**, FES TUCC and IndustriALL teamed up with PACT World in the DRC to map stakeholders, advocate and campaign for the ratification of the ILO Safety and Health in Mines Convention, 1995 (No. 176), implement a pilot project and share lessons learned with other unions and

scale up successful field experiences. The project is planned to start in September.²⁸

- [The organization of artisanal cobalt miners in the Democratic Republic of Congo](#) by TUMEC and IndustriALL: TUMEC, the IndustriALL Global Union affiliate in the DRC, is working with the miners to deal with the severe effects of mining on the environment, improve health and safety conditions, support workers who are often cheated by cobalt buyers. IndustriALL has also called upon the large-scale mining company which settled in Kolwezi to invest on community infrastructures (building clinics, roads and houses) and to improve health and safety.²⁹
- [The Ghana Mine Workers Union \(GMWU\) is engaging with Adansi Traditional Authority, Third World Network – Africa and the ILO representative to identify ways forward to promote the integration of ASM miners.](#)³⁰ The GMWU identified in advocacy work the opportunity to support ASM secure their licences and to raise awareness on health and safety practices as well as on environmentally sustainable practices. The trade union also identified that tax exemption could help promote the formalization of the ASM sector and believes this proposal should be made to update the existing policy and legal framework.

3.1.5 Decent work for adults and youth, and social protection systems

Decent, properly remunerated and secure work for adults and youth, as well as protecting children and communities from poverty and shocks is one of the biggest challenges. This is addressed by many organizations using the following:

- Promoting decent alternative livelihoods in the rural economy, a good example of this is the work done by Terre des Hommes in Peru, ILO CARING Gold Mining Project in the Philippines and Somos Tesoro.

- Promoting decent work opportunities for youth of legal working age but below 18, which is done by organizations such as ARM, PACT and Desarrollo and Autogestion, in Colombia and Ecuador, respectively.
- Promoting access to markets and livelihood improvements by capacity building and providing technical support as mentioned above.
- Providing nutrition and health programmes for communities and children. This is done by many organizations including: Responsible Mica Initiative, World Vision, UNICEF, Good Shepherd, etc.
- Providing raid and rescue of children, which is done by Save the Childhood Movement mainly.
- Children protection measures and/or prosecution measures for victims of abuse. This is done by many organizations, to name a few: Terre des Hommes, World Vision and Plan International.
- Linking mining communities to social services and training opportunities. This was done by the ILO CARING Gold Mining Project and many more.

Each of these elements has many different strategies and measures that can be implemented, more research would be needed to pinpoint the specific measures implemented by each programme.

3.1.6 Human rights, gender, community and family-based work

Human rights, gender, community and family-based areas of work cover different types of work used by organizations to address child labour and poor working conditions.

A human rights-based approach is an area of work that considers ASM formalization through the lens of rights and duties. An example of a human rights-based approach is the Sustainable Artisanal Mining (SAM) project in Mongolia.

► **Box 5: Human rights-based area of work in Mongolia – “Sustainable Artisanal Mining” (SAM) Project**

The “Sustainable Artisanal Mining” (SAM) Project began acknowledging the rights and duties of artisanal and small-scale mining (ASM) miners, the State and other partners. Key components on this area of work include:

- informing ASM miners on their human rights and the government’s responsibility to protect them;
- educating the government on their duty to protect ASM miners’ rights;
- empowerment of miners and communities to establish ASM enterprises;
- supporting government to fulfil its obligation to protect miners’ rights; and
- investment in ASM miners by encouraging them to express their concerns within governmental forums.

A gender-based area of work focuses on the empowerment of women, creation of credit and saving schemes for women, and women ASM associations. Examples of projects or organizations that are taking a gender-based approach include Global Rights Alert, CRED, Solidaridad, Desarrollo y Autogestion, Plan International, IMPACT’s Just Gold project, and PACT’s Moyo Gemstones project.

Community-based areas of work include the child free labour zone projects mentioned above, as well as community wide awareness campaigns. Whereas family-based areas of work are those that address child labour on a family by family basis, analysing every case separately. It is, therefore, a way of working with families, on a case by case basis, to better understand their unique circumstances and support parents in finding the best strategy that would help them address child labour in line with their specific and unique family situation.

3.1.7 Industry standards, guidelines, toolkits, multi-stakeholder initiatives and public-private partnerships

Standards, guidelines, toolkits, multi-stakeholder initiatives and public-private partnerships aim to tackle child labour and support best practices through voluntary compliance.

The mining and minerals sector has a diverse range of standards, which are mostly aligned or seeking to align with the OECD Due Diligence Guidance. Standards in the mineral sector are very diverse and they apply to different stakeholders in the supply chain, to name a few (not including those only applicable to Large Scale Mining (LSM)):

- Fairmined, applies upstream and on ASM
- CRAFT, applies upstream and on ASM
- Fairtrade, applies upstream and on ASM
- The Regional Certification Mechanism (RCM), applies to exporters in the Great Lakes Region
- Responsible Jewellery Council (RJC) Code of Practice, applies across all the supply chain
- The Responsible Minerals Assurance Process (RMAP) applies to refiners
- ITA Tin Supply Chain Initiative (ITSCI) scheme, applies upstream and on ASM
- The Code of Responsible Extraction (CORE), although targeted to industrial LSM, it can be adapted to ASM
- Certified Trading Chains (CTC) Scheme that certifies responsible mining practices in the DRC in tin, tungsten, tantalum and gold
- Kimberley Process Certification Scheme (KPCS) to prevent conflict diamonds sourcing
- Maendeleo Diamond Standards by the Diamond Development Initiative

The above standards aim at tackling the risks of the worst forms of child labour by leveraging the role of each stakeholder along the supply chain through standards and/or certification schemes. Most of the standards require their members to undergo regular audits and mainly focus on ensuring compliance with a set of requirements (responsible sourcing). The

requirements' stringency and tactics vary widely; some take an incremental pathway to improvement, some are aligned with the OECD Due Diligence Guidance whilst others go beyond OECD risks, and some address certain requirements well but lack provisions in other areas. The audits can also vary and, in some cases, be affected by the level of the auditor's competence.³¹

Besides the OECD Due Diligence Guidance, other guidelines, recommendations and toolkits that address child labour and poor working conditions in the ASM sector include:

- ILO Conventions and Recommendations related to ASM child labour and poor working conditions, which apply to governments:
 - Minimum Age Convention, 1973 (No. 138)
 - Worst Form of Child Labour Convention, 1999 (No. 182)
 - Safety and Health in Mines Convention, 1995 (No. 176)
 - Safety and Health in Mines Recommendation, 1995 (No. 183)
 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155)
 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
 - Occupational Safety and Health Convention, 1981 (No. 155)
 - Transition from the Informal to the Formal Economy Recommendation (No. 204)
- UN Convention on the Rights of the Child (CRC)
- UN Global Compact (The Ten Principles)
- London Bullion Market Association (LBMA) Responsible Gold Guidance (RGG)
- Dubai Multi Commodities Centre (CMCC) Practical Guidance for Market Participants in the Gold and Precious Metals Industry
- Responsible Minerals Initiative Guidance documents
- The International Council on Minerals and Metals (ICMM) Principles
- Minamata Convention
- World Gold Council Responsible Gold Mining Principles
- Chinese Due Diligence Guidelines for Responsible Mineral Supply Chains

Multi-stakeholder and industry initiatives in the ASM world include:

- The Japan Electronics and Information Technology Industries Association (JEITA) Responsible Minerals Trade Working Group
- The Sustainable Trade Initiative (IDH) Tin Working Group
- Responsible Sourcing Network's Responsible Minerals Multi-stakeholder Network
- The International Council on Minerals and Metals (ICMM)
- RESOLVE's Responsible Artisanal Gold Solutions Forum
- The Global Mercury Partnership
- Fair Trade Gems
- Better Gold Initiative from the Swiss Better Gold Association
- European Partnership for Responsible Minerals (EPRM)
- Chinese Chamber of Commerce for Metals Minerals and Chemicals Importers and Exporters (CCCMC)
- Responsible Cobalt Initiative (RCI)
- Public-Private Alliance for Responsible Minerals Trade in the DRC and the surrounding Great Lakes Region of Central Africa
- The Child Labour Platform (CLP) – which focuses on all the sectors including ASM

Most of these initiatives have a supply chain focus, in which the labour and working conditions of children is one of multiple issues addressed. Only CLP has a specific focus on child labour.

3.1.8 Research, monitoring, baseline and perception studies

Targeted research and monitoring strategies are crucial studies taken by several organizations as a first and continuous pathway to guide development of the project, inform on policies to be implemented, actors to engage, target areas, etc. Baseline and perceptions studies are normally conducted before the start of a given project, whereas monitoring is conducted throughout the project development. Some programmes conduct endlines (final evaluations) and independent evaluations to assess whether project activities successfully address child labour and poor working conditions.

Research institutions that provide extensive research on ASM include the Canadian International Resources and Development Institute (CIRDI), the Centre for Social and Responsible Mining (CSRMI) at the Sustainable Minerals Institute (SMI) of Queensland University, International Peace Information Service (IPIS) and the Institute of Mining Engineering of the University of British Columbia. Other organizations conducting research include Nexus3, Resolve, Pure Earth, UNICEF, ILO and Good Shepherd, within others. An example of a project that did a baseline and perception study before the commencement of activities is Somos Tesoro. In addition, this project conducted an endline survey and underwent two independent evaluations. The results of the baseline and endline studies are available in Spanish.³² The CARING Gold Mining project conducted pre-and-post Knowledge, Attribute and Practices (KAP) surveys in Ghana and the Philippines.

Monitoring practices are also very important to assess the success and progress of the project. Monitoring activities are not implemented by all organizations, and monitoring strategies are varied; they do not use a standardized practice. Organizations and/or programmes that monitor practices include IMPACT, PACT, ARM, RCS, ILO CARING Gold Mining project, Better Gold, EPRM, and GIZ, among others. All projects funded by the U.S. Department of Labour (USDOL), including Somos Tesoro, Pílares and ILO CARING Gold Mining projects, have developed and implemented comprehensive monitoring and evaluation plans that include definitions of child labour, a results framework and theory of change with outcomes and outputs, indicators to measure project progress and data collection tools.

Although the rapid nature of this research did not allow for an in-depth analysis on the different monitoring strategies and referral mechanisms to address cases of child labour, it is very important to assess if these different organizations and initiatives' monitoring practices are inspired by the ILO Child Labour Monitoring Framework or other relevant monitoring frameworks that address cases of child labour in mining communities.

3.1.9 Investment and funding

Another area of work used to address child labour and poor working conditions indirectly is through funding and investing in programmes. Some of the main institutions which have provided funding to and have invested in ASM include the World Bank, the Global Environmental Facility (GEF), US Department of Labour (USDOL) and US Agency for International Development (USAID), US Department of State, GIZ, the Canadian Government, Swiss Development Agency, and others. In addition, some companies fund programmes to address these issues, including IT companies, refineries and jewellers.

► **Box 6: Using low-cost technology to monitor project activities in Colombia – “Pilares” Project**

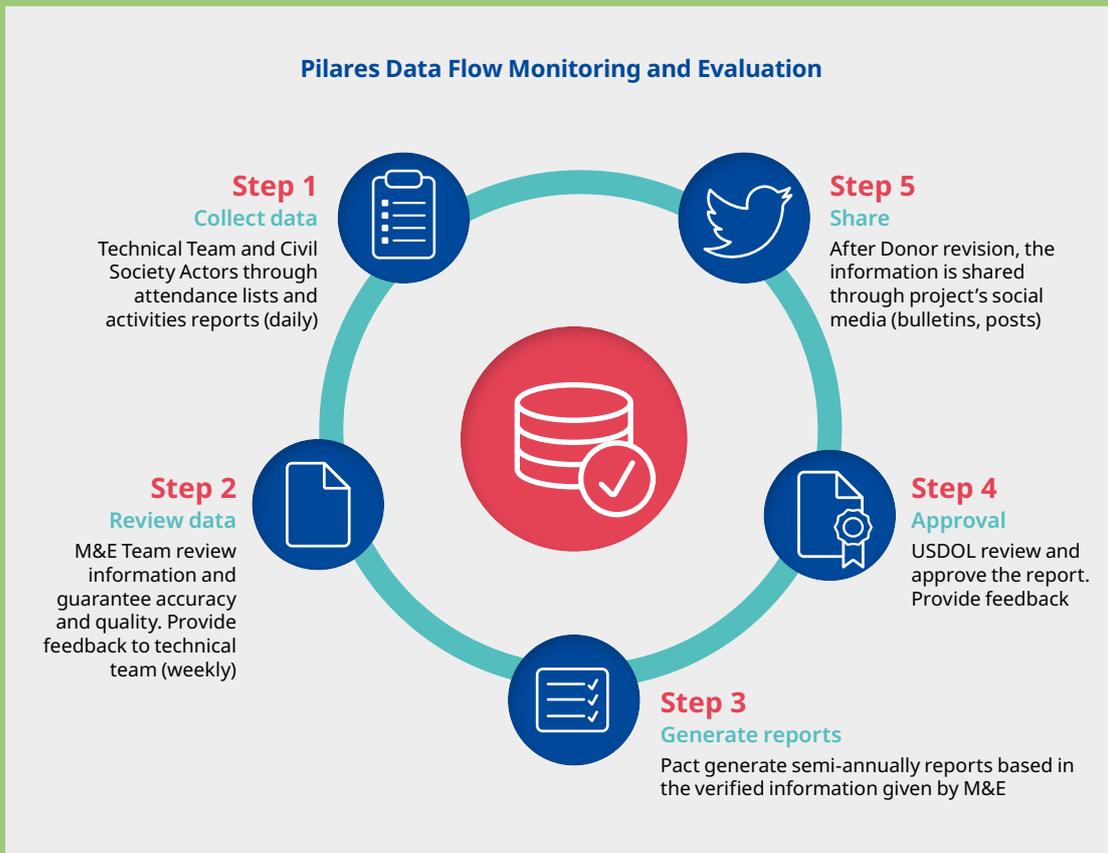
Led by PACT, in partnership with the Alliance for Responsible Mining, the “Pilares” Project works with more than 55 local civil society organizations (CSOs) in Colombia to promote collective action to address child labour and working conditions in artisanal and small-scale gold mining (ASGM).

In October 2018, the project created a low-cost, user-friendly monitoring system³³ that uses Google Suites (free version), and Google Sites. The monitoring system is a tool for data collection and provides access to project information, including files, reports, and images. The system captures disaggregated data on project activities, outputs, and outcomes in real time. The monitoring system uses security protocols to ensure the information is safe, complies with Colombian privacy laws, and is operable with other applications. It has multiple levels of permissions,

allowing partner organizations and USDOL (the donor) to view the data at any time. Field teams collect data while the project’s monitoring and evaluation (M&E) team oversees data collection and validation. After more than one year of using the monitoring system, the staff have found it to be useful for sharing project results and making project adjustments as needed.

In September 2019, the “Pilares” project showcased the monitoring system at the Monitoring, Evaluation, Research, and Learning Tech annual conference in Washington, D.C.³⁴

The project plans to develop a similar Google-based system for the CSOs it works with, so they can continue using it as a reporting mechanism to monitor risks of child labour and other unacceptable working conditions in ASGM after the project ends. The CSOs will own, manage and continually customize their system according to their needs for the sustainability of the good practices they have obtained.



► 3.2 Lessons learned

Lessons learned and results of the different programmes are very diverse. It is very difficult to assess which areas of work have greater success because the monitoring of practices is not consistent or standardized amongst programmes. However, projects that implement multiple areas of work at the same time seem to be more successful. Key lessons learned extracted from all the programmes, initiatives and organizations analysed, as well as the interviews, include:

- The lowering of barriers towards legalization, the support of formalization of ASM, and the provision of access to social services (especially health, education, and clean drinking water) helped the miners to be a part of their wider communities, to improve their livelihoods, and to offer their children education and different prospects for their future.³⁵
- It is very important for governments to take responsibility for formalizing the sector and implementing the law.³⁶
- It is very difficult to remove children that are already involved in mining, because they are the ones most vulnerable. Even more difficult is to prevent children above the legal working age but below 18 from mining.³⁷
- The alternative income that children can get if not working in mines is low.³⁸
- Children can be at work and go to school at the same time.³⁹
- It is important to understand the miners, create friendships and trust, as well as keep promises to ensure success.⁴⁰
- In some cases, child labour is part of the upbringing and a means to smooth the transition to employment.⁴¹
- Fairtrade's Premium system has led to advantages for children.⁴²
- Providing mercury free equipment without awareness raising and education on the ill effect of mercury is not effective in the long term.⁴³
- The involvement of the local authorities in the child protection networks can strengthen local systems.⁴⁴
- Local media involvement through an integrated communication plan can contribute to empowering communities to claim their children's rights.⁴⁵
- Setting up of local committees can help to raise awareness and facilitate the transition of ex child workers into the education system.⁴⁶

- Eradication of poverty is paramount to ensure that the removal of children in ASM is sustainable.⁴⁷
- Ongoing support and presence on the ground can demonstrate improvement.⁴⁸
- Gender based work has been found to be successful.⁴⁹
- Developing monitoring and evaluation plans to assess how these programmes contribute to addressing child labour and mine formalization.⁵⁰

► 3.3 Challenges and gaps

From desk-based review and interviews, the key challenges and gaps observed include:

- **Education and child workers' challenges:** In some cases, schools are inaccessible, inadequate or simply non-existent due to low public service provision. This translates into low enrolment and literacy rates. It is more difficult to keep children above 15 in school.⁵¹ Rehabilitation and repatriation of trafficked and missing children is very challenging.⁵² It is also challenging to work with children affected by substance abuse or by mercury due to increased attention-deficit and hyperactivity.⁵³ Moreover, some organizations also find it challenging to deliver effective training in cases of low levels of literacy and education.⁵⁴ And there is a risk of children returning to the mines if awareness raising events and training programmes end.⁵⁵
- **Regulation, formalization and governance challenges:** Lack of regulation and the informality or illegal nature of ASM operations is a key challenge encountered by many organizations.⁵⁶ The lack of expertise of miners and cooperatives on how to overcome the challenges to join the formal sector is also challenging.⁵⁷ Another challenge reported is the lack of understanding of ASM by government stakeholders, disaggregated ASM information at all government levels,⁵⁸ as well as a lack of information and data on registration, minerals sourcing and traceability.⁵⁹ Some organizations also found the lack of recognition of child labour as a serious problem to be a challenge.⁶⁰ Other reported challenges are related to working with governmental institutions, such as coordination challenges, bureaucratic issues (overly complex or long procedures for the granting of permits), law enforcement challenges, engagement challenges, in the provision of support, and very slow processes.⁶¹ Centralised monitoring and enforcement capacities were also noted.⁶²

- **Cultural and family challenges:** Child labour community perceptions,⁶³ misconceptions of child labour⁶⁴ and persistent social norms and cultural practices are considered challenging by some organizations seeking to address child labour.⁶⁵ Some organizations found that there is lack of understanding of miners' rights.⁶⁶ Organizations found it challenging to address child labour when families rely on it, and when children get older and they cannot transition to formal employment.⁶⁷ Other organizations also found it challenging for families to heed the voices of children.⁶⁸ In some cases, there are children who lack family security (i.e. orphans and abandoned children).⁶⁹ In some other cases, children migrate from one sector to another and from one country to another to engage with ASM.⁷⁰
- **Livelihood challenges:** Some organizations found that alternatives for children working in mines are less attractive, in some cases these alternatives offer two thirds less money.⁷¹ In some cases, vulnerable children have no more alternatives.⁷² Children engaged in mining already often perform agricultural activities at the same time. And there are challenges encountered with the establishment and functioning of an agriculture cooperative as an alternative livelihood⁷³, given that some agricultural activities are also hazardous or do not produce enough revenues to sustain a family. Moreover, ASM miners lack start-up capital to engage in something else different to mining.⁷⁴ An interviewee said that ASM has an unsecure access to a stable market,⁷⁵ and the export model is challenging⁷⁶ as is direct support at the mining cooperative level.⁷⁷ Organizations have found that communities cannot stop child labour if they do not find an income substitute.⁷⁸ The lack of saving schemes⁷⁹ and financial literacy is also a challenge.
- **Poverty and development challenges:** Rooted poverty and widespread economic vulnerability are key challenges.⁸⁰ In some cases, "health and safety" is not a priority for local people because of poverty and their need to get an income.⁸¹ Lack of infrastructure, such as schools, hospitals, roads,⁸² limited access to health care for women and children, limited social programmes⁸³ and food security issues⁸⁴ are also challenging.
- **Location and nature of ASM activities:** Some challenges are found to be related to the remoteness of some ASM communities,⁸⁵ as well as the rush nature and high mobility of ASM communities.⁸⁶ The widespread nature of ASM practices in vast geographies is also a main challenge found by many organizations.⁸⁷ One organization found challenges in the continued use of toxic elements to extract gold, such as mercury or cyanide, which are affordable solutions to extract gold but are hazardous for the health and damage the environment.⁸⁸
- **Engagement challenges:** Some organizations have found it challenging to engage with government agencies, when civil servants change quickly. This makes institutional engagement difficult and can result in lower sustainability levels for projects in the future. Other challenges found are related to different stakeholders driving different agendas.⁸⁹ Other organizations have found it challenging to build trust in ASM communities.⁹⁰ And one initiative highlighted that it is difficult to find impact-oriented and committed members⁹¹ and find ways to collaborate with other organizations instead of compete with them.⁹² Other challenges highlighted as well are the tendency of companies to take a risk avoidance approach instead of a risk mitigation approach.⁹³ Projects that are not implemented and designed with the governments, communities, miners, civil servants, etc. take a top-down approach, which makes it more difficult to ensure the sustainability of the project and the identification of investment in the long-term.
- **Funding, investment and timeframe challenges:** There are challenges related to finding a long-term stable fund to support the projects⁹⁴ and the reduced number of donors supporting child protection in ASM.⁹⁵ Another challenge encountered by organizations is the timeframe given to implement projects.⁹⁶ Moreover, many governments and private sector actors end up not adopting the project pilots.⁹⁷
- **State fragility, instability and external challenges:** State fragility and instability, presence of armed groups that recruit children and lack of security are key challenges found by some organizations.⁹⁸ Corruption, bribes and lack of transparency in the sector are also challenging.⁹⁹ As well as external threads and shocks, such as climate change.¹⁰⁰
- **Child migration challenges.** Child migration was identified as being a common practice in some areas, in some countries mining activities occur during the dry season, whilst in the wet season many revert to their agricultural activities (e.g. Mozambique, West Africa/Sahel). In other countries gold mining occurs in the same geographical space in which agriculture also takes place (e.g. cocoa farms in West Africa). And the two sectors see workers and children moving from one to another. Moreover, children can work and go to school at the same time as well, which invisibilises child labour. Finally, an interviewee said they are starting to see children migrating from one country to another to work in ASM, which makes them very vulnerable.

- **Monitoring and data challenges:** Child labour tends to be hidden or invisible, making it difficult to monitor.¹⁰¹ Other challenges encountered are related to the lack of a centralized monitoring system and lack of enforcement capacities by local governments.¹⁰² In some cases, there is no theory of change implemented¹⁰³ and a lack of baseline study data.¹⁰⁴ Many projects do not have monitoring systems and referral mechanisms. And even if countries have referral mechanisms,¹⁰⁵ they are rarely used due to limited resources for providing social services.¹⁰⁶
- **Due diligence challenges:** Costs of due diligence are too high for ASM miners or cooperatives.¹⁰⁷ In some cases, audits do not capture ongoing performance.¹⁰⁸ And there are challenges related to the supply chain, not at the mining site level¹⁰⁹ that are not addressed. In most cases, monitoring child labour and worst cases of child labour in ASGM is challenging without the participation of ASGM communities, labour officers and mining inspectors, due to remoteness, informality and limited access to social services.
- **Data, knowledge and information sharing gaps:** information on the ASM sector is disaggregated, scarce, and normally based on estimates. Moreover, there is a lack of information sharing, because organizations are not always willing or able to share data, research studies, etc.¹¹⁰ There is a lot of disaggregated, non-standardized information, which makes the quality of information provided variable.
- **Low public service delivery gaps:** the low level of much necessary infrastructure increases vulnerability of communities and children who are less resilient; the presence of teachers paid by the government are a precondition for the smooth running of any education programme.
- **Monitoring strategies** are not clearly articulated alongside the statistics of the results achieved, which makes it difficult to compare areas of work and assess whether projects contribute to addressing child labour and working conditions in ASM and results are publicly available.
- **A lack of clear leadership** to implement the agenda in the long term is sometimes observed; it is very important to get impact-oriented and committed members who are able to take on the activities of projects when funding runs out.
- **Resources and funding** are both a challenge and gap. Access to finance and social services are needed for ASM activities, programmes, actions and policy implementation, etc.

► 3.4 Replicability, long-term sustainability and data monitoring

The projects and programmes analysed highlight that although projects are context specific there are certain elements that can be replicated in other areas. There was not enough data to quantify the most effective elements that could be replicated in other contexts, but some important elements that could be replicated, found via the interviews and desk-research, are:

- Good governance, legislation and political will
- Integrated, holistic, area-based and gender-based work
- Human rights-based approach to formalization and investment in people
- Knowledge sharing (i.e. exchange of mining practices)
- Networks for dialogue (i.e. IDAK, Alliance 8.7)
- Use of data to drive decision making
- Private sector engagement and fiscal system planning
- Donor commitment
- Local ownership and design processes
- Long term strategies
- Understanding miner communities very well, building trust with them and keeping promises
- Effective communication tools to raise awareness and communicate. Child participation strategies to raise awareness can be effective.
- Community organizing and mobilizing strategies

Long-term sustainability of a project or initiative is ensured by engaging with, and ensuring coordination amongst, multiple government agencies, local NGOs, CSOs, industries and employers' organizations, trade unions, communities, families, etc. Providing each stakeholder with the skills, capacity, linkages, motivation and/or resources to implement, comply with and monitor legislation is crucial. In certain contexts, external factors such as a natural disaster, a disease or a conflict outbreak can severely affect implemented areas of work. It is therefore important to develop strategies that are resistant to challenging external factors.

A sustainability and exit strategy found to be effective by the USAID FFP Development Food Assistance Projects has four central elements: 1) an uninterrupted source of resources, 2) technical and managerial capacity, 3) sustained motivation, and 4) linkages to governmental organizations and other entities.¹¹¹

Engagement should derive from and be embedded in, for instance, governments and formal institutions. Meaningful change comes with each stakeholder fulfilling its mandate.

Most of the different projects and programmes analysed here were mainly focusing on transferring all the capacities to the government so that the government could continue with its duties after the programme ends. Other projects were not only focusing on government capacity building, but on community members, local media and volunteers, to maintain the capacity to monitor and enforce best practices locally. Finally, certification projects and standard projects ensure long-term sustainability by following a market-based area of work.

The creation of ownership via deep involvement and participation of government actors, building their capacity and the creation horizontal and vertical linkages between stakeholders contributed greatly to long term sustainability of the CARING Gold Mining project.¹¹²

Most of the different projects analysed engage multiple government ministries beyond the Ministry of Mines, and in some cases, they also engage with other organizations, industries, civil society organizations, etc. The rapid nature of this research did not allow for an in-depth analysis on the different engagement strategies, although it is very important to assess how these different organizations and initiatives' engagement strategies work and how they coordinate.

Monitoring activities are key to measure progress and identifying child labour. Monitoring activities also varied in terms of implementation and monitoring strategy. A more in-depth analysis is crucial to assess if these different organizations and initiatives' monitoring practices were adopted in line with child labour monitoring frameworks such as the community-based child labour monitoring systems promoted by the ILO. These child labour monitoring frameworks are tools that need to be adapted to the context and revised. Not all community-based child labour monitoring systems will be fit for every project, there are mixed results about their usage, and some of these systems have a top down approach.¹¹³





A child in a gold mine,
Philippines, 2016. © ILO/M. Rimando.

4. Suggested approach to address child labour

There are many approaches to address child labour and poor working conditions in ASGM. This research suggests that an integrated approach yields good long-term results when tackling child labour across different

sectors, including ASGM. A good example of how an integrated approach works is offered by the Somos Tesoro Project or the CARING Gold Mining Project, an in-depth explanation is provided below and in Annex 2.

► **Box 7: Good practices in an integrated area-based approach in the Philippines and Ghana – “CARING Gold Mining” Project**

The Convening Actors to Develop and Implement Strategies to Reduce Child Labour and Improve Working Conditions in Artisanal and Small-Scale Gold Mining (CARING Gold Mining) Project started in December 2015 and ended in March 2020. The project aimed at addressing child labour, decent work deficits and working conditions issues in ASGM in the Philippines and Ghana by taking an integrated area-based approach.

At the end of the project, the following good practices were identified by its final evaluation as being instrumental in achieving a high level of stakeholder ownership which translated to success and sustainability:

- **The project took a community-centred approach** – engaging with all levels of the community (traditional leaders, officials, assembly members, religious leaders, miners in the community, ordinary community members and children). The project provided different platforms for community actors to come together and plan strategies to address child labour and implemented these in a coordinated manner.
- **The project built on existing structures** (administrative, regulatory, trade, social, etc.) rather than creating new ones. The project did not create new interventions but merely increased actors’ awareness of child labour and working conditions issues in ASGM and worked with them to focus on existing programmes that address the root causes of these issues.

- **The project worked closely with local governments to align local government plans and resources with community needs and priorities.** Similar to the previous point, the project provided technical guidance to local governments to focus their plans and resources on addressing community needs that would result to reducing issues of child labour in ASGM.

- **The project engaged with a wide range of existing and active stakeholders** (governmental and non-governmental) to conduct training and develop tools rather than hiring outside consultants. This can ensure long term sustainability and scalability of the project. The project recognized early that stakeholders mandated to address the issues relevant to its objectives already had capacities to be resource persons. By tapping these capacities and providing the guidance needed to focus on relevant issues, the project was able to increase ownership and sustainability.

More specifically, the good practices identified in Ghana are the following:

- **The project drove a successful increase in school attendance and reduction in child labour through school clubs.** The project supported the establishment of school clubs using the ILO’s Supporting Children’s Rights through Education, the Arts, and Media (SCREAM) methodology, which is highly participative and interactive. Teachers, students and community leaders recognized the role of school clubs in driving increased school attendance. As a result, the number of children who worked in mines was significantly reduced.

- **The project engaged with representatives of the ASGM sector to promote activities that aimed at addressing child labour and poor working conditions.** The ILO engaged the Ghana National Association of Small-scale Miners (GNASSM), which is the largest officially-recognized organization of small-scale miners in the country. Their engagement proved successful when engaging with ASM to introduce actions and recommendations which aimed at addressing child labour and working conditions

More specifically, the good practices identified in the Philippines are the following:

- **The project supported the development and piloting of the Strategic Helpdesks for Information, Education, Livelihood and other Developmental Interventions (SHIELD), a government-led child labour monitoring and remediation system, in ASGM sites.** The system has been rolled out nationally and along with it the learning on how local government actors can address child labour in ASGM. The Project also developed a child labour in ASGM module within the Community Based Monitoring System (CBMS), a methodology being used by local government units to collect poverty-related variables that they then use as basis for development planning and budgeting. The CBMS has become a law and along with it, the rider on child labour in ASGM which will now be used by all local governments in the country.

- **The project worked with national and local stakeholders to provide technical assistance and learning opportunities to transform the village of Malaya into a legal and financially resilient mining community free of child labour and mercury.** As a result, the Malaya mining association introduced environmentally friendly mining practices by removing the use of mercury to extract gold, provided children with the opportunity of pursuing an education away from the mine sites, and invested in the diversification of the local economy by introducing new agriculture practices.

Detailed and concise case studies of the project good practices in general and each country approach are provided in Annex 2. The case studies can be used ad-hoc and separately by the ILO to showcase the work done, outcomes and good practices achieved.

For more information, see Final evaluation of the CARING Gold Mining project, available at: www.dol.gov/sites/dolgov/files/ILAB/evaluation_type/final_evaluation/CARING_Gold_Mine_Project_feval.pdf

► **Box 8: Good practices in an integrated approach in Colombia – “Somos Tesoro” Project**

The “Somos Tesoro” Project is funded by the US Department of Labor and implemented by ARM, Fundación Mi Sangre, Fondo Acción and PACT. The project aims to reduce child labour in the mining areas of Antioquia and Boyaca (Colombia).¹¹⁴ The project takes an integrated approach by addressing all the issues that affect child labour in ASM populations. The approach included ¹¹⁵:

- **Promoting formalization.** The project supports ASM miners with formalization and develops capacity to improve their working conditions, their security and to promote environmentally responsible practices. Somos Tesoro, therefore supports ASM in developing capacities to perform mining that is safe, responsible, efficient, formalised and free of child labour.
- **Provision of educational opportunities.** The project provides educational support to teachers and creates spaces for parents to encourage and motivate children to remain in school, enhance their leadership, their life skills, and their vocational development. Somos Tesoro also strengthens the participation of youth groups to reduce child labour.
- **Reducing economic vulnerability.** The project accompanies and builds the capacity of households to overcome economic vulnerability and enhance their social development. The project builds the capacity of families to improve their income and create productive and sustainable projects, as alternatives to mining.
- **Strengthening legislation and policy.** The project also strengthens local, departmental and national institutions’ ability to prevent and reduce child labour, by providing capacity building, knowledge sharing, spaces for dialogue, training and policy tools.

Moreover, the project implemented a Comprehensive Monitoring and Evaluation Plan (CMEP) of the project which describes the procedures for monitoring and evaluation as well as the theory of change of the project. Some key findings of the CMEP showed¹¹⁶:

- A reduction in the number of beneficiary households with at least one child engaged in child labour (from 12.5% of children in 2014 to 7.9% in 2018).
- A reduction in the number of beneficiary households with at least one child engaged in hazardous child labour (from 11.3% in 2014 to 6.5% in 2018).
- An increase in the number of beneficiary households with all children attending school regularly (from 75.7% in 2014 to 79.5% in 2018).

For more information see: Improving data quality through the CHEVERE campaign, available at: <http://www.cmeppactcolombia.org/en/index.html>.



A child working in a quarry,
Uganda, 2010. © ILO/N. Osseiran.



5. Conclusion

As presented in the prior chapter, there are many areas of work that are used to address child labour and poor working conditions. This section summarizes the key findings from the research, interviews, and feedback, outcomes and recommendations from the ILO and participants of the Inter-Regional Knowledge Sharing Meeting on Child Labour and Working Conditions in ASGM in Manila, Philippines from 28-30 May 2019. The most significant findings are highlighted below:

- ▶ There is a consensus that the factors contributing to ASM child labour include: limited legal protection, poverty, lack of infrastructure and public services, inability to cope in the event of shock, poor quality or limited access to education, limited adequate employment opportunities, and minimal or total absence of freedom of association. **An integrated approach is needed to address the multiple factors contributing to ASM child labour and poor working conditions.**
- ▶ **Key inter-related policy areas should consider social protection, education, labour markets and legal standards and regulations, all underpinned by social dialogue.** Tackling one of these areas alone will not eradicate child labour and poor working conditions in the ASM sector.
- ▶ **There is no “one size fits all” set of areas of work that can be applied to all ASM contexts and all minerals.** Although technical knowledge and some approaches can be transferable from one context to another, it is imperative that baseline studies are conducted to deeply understand the social structures, community perceptions, and the environment, especially in cases where there is state fragility. For instance, any device, method or technique implemented to reduce mercury emissions due to ASGM, or any health and safety practice, will not be sustained in the long term unless it is supported by the mining community and the miners see the benefits from doing so. Similarly, tackling child labour is more challenging in ASM communities where child labour is regarded as common practice.
- ▶ **Where compliance with child labour laws is challenging, it is very important to understand the factors which underline the decisions made by mining communities. This understanding should inform the design and delivery of services.** Some organizations tackle cultural and knowledge challenges by empowering miners, communities and children to know and claim their rights, and by forming a long-term commitment.
- ▶ **Incremental approaches can be an effective strategy,** starting with small commitments and progressing to compliance with more stringent regulations.
- ▶ **Ensuring the long-term sustainability of a project that tackles child labour and poor working conditions in the ASM sector requires structural collaboration, effective coordination, commitment and engagement (not one off or occasional meetings) with multiple government agencies, local NGOs, CSOs, industries and employers’ organizations, trade unions, communities, families – everyone.** Providing each stakeholder with the linkages, motivation, capacity and/or resources to fulfil their mandate is crucial. In certain contexts, external factors such as a natural disaster, a disease or a conflict outbreak can severely affect implemented approaches. It is therefore important to develop strategies which are resistant to challenging external factors.
- ▶ **Challenges, achievements and setbacks should be documented and shared amongst the international community, local communities and governments to avoid repeating the same errors.** All approaches and programmes face multiple challenges and failures during their lifetime, only the ones that recognize those failures and integrate them into their lessons learned and theory of change¹¹⁷ will be successful.

- **Perception, baseline studies, monitoring of practices and other relevant studies are crucial to translate the data into concrete governance action, policy formulation, planning, decision making and implementation of programmes.** Information on the ASM sector is scarce in many contexts and normally based on estimates. However, efforts should not be too heavy on data collection, emphasis should be put on immediate action, implemented by stakeholders and **led by the governments**.
- It is important to understand that **child labour monitoring is vital for action**, and should provide a continual source of data, in a non-expensive or sophisticated way, by engaging communities and schools. In order to be sustainable, a community-based child labour monitoring system should be user friendly, simple, reliable, affordable, cost effective and replicable.
- **Monitoring of child labour should be an integrated, multi-stakeholder effort**, with strong collaboration and planning between different government agencies, such as labour and mining inspection agencies, **and conducted effectively at the community level**. Although it is very important that these monitoring activities are not used to replace project beneficiary monitoring.
- **Information sharing and knowledge and capacity building can be enhanced by the use of networks, databases and platforms.** Such platforms can be used to share information amongst organizations and programmes, improve technical capacity of formalization and governance, share toolkits, monitoring tools, remediation tools, enforcement strategies and lessons learned, among many others.
- However, **networks for information sharing are limited as** each organization shares information on their website or keeps it internally. Moreover, the quality of the information provided differs a lot. Some initiatives, such as the World Bank and Pact DELVE platform, or, the Sustainable Artisanal Mining (SAM) project ASM knowledge hub, are a clear step forward, but they both have limitations. The DELVE platform focuses on ASM, not on child labour, and SAM's ASM knowledge hub focuses on the Mongolian context only. It would be beneficial to make these platforms interoperable as well.
- **Moreover, most multi-stakeholder and industry initiatives in the ASM world have a supply chain focus**, in which the labour and working conditions of children is one of multiple issues addressed. To our knowledge, only CLP has a focus solely on child labour. CLP focuses on child labour supply chains in general, and has worked on ASM, especially mica mining.
- **The use of communication technologies and strategies can also be a very useful tool** to share information on process technologies, child labour, children's and miners' rights, and to collect data, monitor information, etc. Some communication tools used by different organizations include social media (Twitter, Facebook, Instagram, WhatsApp, LinkedIn, YouTube), radio stations, TV programmes, street performances, etc. It is important to note that using child participation strategies to raise awareness can be effective.
- **Standards aim to tackle the worst forms of child labour through compliance and/or certification schemes**, by leveraging the role of each stakeholder along the supply chain. The mining and minerals sector has a diverse range of standards, which are mostly aligned or seeking to align with the OECD Due Diligence Guidance. Standards in the mineral sector are very diverse and they apply to different stakeholders in the supply chain.
- Most of the standards require their members to undergo regular audits and mainly focus on ensuring compliance with a set of requirements (responsible sourcing). **The requirements' stringency and tactics vary widely**; some take an incremental approach to improvement, some are aligned with the OECD Due Diligence Guidance whilst others go beyond OECD risks, and some address certain requirements well but lack provisions in other areas. The audits can also vary and, in some cases, be affected by the level of the auditor's competence.
- In many contexts, **employment of children below the minimum legal working age** (determined by national legislation) **in ASM activities is relatively easier to tackle**, by the provision of basic education, **than for children above minimum legal working age** (youth employment). Strategies to address youth employment range from prohibiting adolescents from working in ASM, to allowing them to work under certain conditions, such as reduced working hours and restricted areas of work.
- The ILO Convention No. 182 and almost all national legislation **prohibits the involvement of children below 18 years in all activities**, which are considered hazardous by their nature or by the circumstances and conditions under which they are performed. Therefore, the presence and involvement of children in mining sites should not be allowed. Although the legislation is clear, there have been some questions on the involvement of children in non-mining activities on mining sites.

- **Restricting access to the mining site** by installing fencing and an access control system to avoid miners working during the night and children entering the site, **does not eradicate child labour**. It might halt child labour in that particular ASM site, but children migrate to other sites or sectors such as agriculture or the provision of services for miners outside the mine site such as sex labour or street sellers.
 - Artisanal miners' associations and cooperatives, credit and saving groups, and in particular, **women's empowerment initiatives, can play a critical role in protecting children from labour** by raising awareness of members and their children, facilitating access to finance, supporting the provision of the additional livelihoods, by adopting measures to strengthen their organizations, and by improving the productivity of ASM practices with technical support, etc.
 - **Most of the projects reviewed through the research exercise aim to tackle child labour solely in the mineral supply chain, and many projects only focus at the mine site level, without taking a cross-sectoral approach**. The single supply chain approach is better than focusing only at the mine site level because it addresses child labour in every tier of the supply chain. However, the single supply chain or mine site approach inhibits knowledge sharing among diverse actors and is not reflective of the reality in which projects operate. It is important to note that different business sectors are intrinsically linked, for instance, in some countries mining activities occur during the dry season, whilst in the wet season many revert to their agricultural activities (e.g. Mozambique). In other countries, gold mining occurs in the same geographical space in which agriculture also takes place (e.g. cocoa farms in West Africa). And the two sectors see workers and children moving from one to another.
 - Firstly, children in the mining sector can be engaged in diverse activities, from mining, panning or transporting of the minerals, to offering services to miners. Secondly, child labour is present in different forms and in different economic sectors which means that children can move from one sector to another such as agriculture, where children can be exposed to fertilisers and pesticides, dangerous and heavy machinery, and snakebites. This single supply chain strategy that many projects use, unlike the integrated area-based approach, not only inhibits knowledge sharing among diverse actors, but it can favour children migrating from one sector to another. Therefore, **cross-sectoral approaches should have an integrated approach and also address a decent work approach that promotes, inter alia, fundamental principles and rights, economic rights, occupational safety and health and social dialogue**.
 - **Climate change, state instability and other external factors** that increase poverty cycles and enhance children migrating from one country to another one (e.g. Venezuelan children) should be accounted for and tackled as part of a long-term holistic strategy. Social safety nets, nutrition and health programmes, raid and rescue of children, children protection and prosecution measures for victims of abuse, are all different strategies to address poverty and inequalities. It is also very important to have some flexibility to allow these external factors to be addressed.
 - **The formalization process of ASM can successfully address child labour and poor working conditions, but it requires governmental leadership, investment and a legal framework** that includes social and environmental standards. To ensure compliance, measures to simplify the procedures involved in formalization, behavioural change to address negative cultural perceptions of ASM, and incentives are needed.
 - In some contexts, **decentralization of governmental activities**, such as organizing, training or engaging with miners, can be efficient and can give miners a stronger voice. Decentralized law enforcement works and should be coordinated with ASM communities and miners. Punitive measures are not sustainable nor effective.
 - **Information, knowledge and process technologies** are playing an increasing role and can help in the collection, monitoring and analysis of information, in the development of research and science-based plans and policies, as well as in the harmonization of various inter-agency efforts to address child labour.
 - **The strengthening of relevant laws and policies**, such as policies that address negative social and environmental effects of the sector, address corruption and transparency, promote OHS and gender standards, prevent conflicts in mining and agriculture, allow freedom of association and collective bargaining, strengthen partnerships between ASM and LSM, establish health surveillance and risk-based management systems, **are crucial to ensure a fair transition to formality**. Governments need to lead in transitioning ASM from the level of informality and non-compliance to a regulated sector that responsibly produces minerals.
- There is a need to adopt domestic gender sensitive policies in line with relevant international standards. The right of women to work in the mining sector must be recognized and protected and particular emphasis must be put on reducing cultural stigma and promoting equal opportunities.



Young worker in a gold mine,
Ghana, 2019. © ILO/D. Riinaud.

6. Recommendations

This section summarizes the key recommendations from the desk research, interviews, and feedback, outcomes and recommendations from the ILO and from the Inter-Regional Knowledge Sharing Meeting on Child Labour and Working Conditions in ASGM in Manila, Philippines from 28-30 May 2019. The most significant recommendations are highlighted below:

- ▶ There is a need for **greater collaboration and knowledge sharing**.

A **knowledge and capacity building platform or a multi-stakeholder initiative could be a successful way forward** to form a cross-sectoral learning space, share knowledge and capacity building on formalization, ASM, child labour, and other issues. Such a platform or initiative should provide data **available and accessible to the public**.

Governments should be supported to develop online data portals, such as the SAM's ASM knowledge hub. It was suggested that ASM and child labour data could be integrated in the Alliance 8.7 platform. The table of actors and projects provided in the Annex 1 could be merged into Alliance 8.7 platform and updated in a yearly basis.

Partnerships to ensure greater collaboration can be enhanced if **ASM key stakeholders join Alliance 8.7** and its Action Group on Supply Chains. And also, through the **establishment of a sustainable partnership with the private sector**. It is very important to establish networks for joint action, coordination, commitment and collaboration.

It is very important to have a **concerted effort to only collect and share quality information**. Methodologies for data collection and monitoring should be shared and efforts to simplify and standardize methodologies should be made, otherwise results showed by organizations and programmes risk losing validity and legitimacy. Technology usage should be encouraged for monitoring purposes while ensuring that they can be financially sustained going forward.

A consensus on the definition of child labour in ASM is essential to improve data collection.

Ways to raise awareness of the importance of area-based approaches to tackle child labour should be considered. Such ways would take the shape of an advocacy piece to **raise awareness of the need to tackle child labour through integrated area-based approaches, which do not focus on a single commodity supply chain but on the root causes of child labour in given specific areas and across business sectors**. The ILO as well as other organizations promoting comprehensive, integrated and holistic approaches have much to contribute to the discussion on how best to address child labour in mining and on how to develop strategies to prevent children in child labour moving from one business activity to the other.

A cross-mineral and multi-sector round table could be kicked-off by different organizations, like the OECD and other relevant governments and regional organisations, ICMC and IndustriALL, SDC, PACT, the World Economic Forum, IGF, etc., **to enhance side-line conversations and partnerships** to tackle child labour and poor working conditions.

A series of knowledge sharing webinars on good practices and lessons learned across different business sectors could be organized periodically. This series of webinars could be chaired by different organizations on a rotation basis, and the ILO could have an initial coordinating role to kick-start the process.

A panel discussion at the next OECD Forum on Responsible Mineral Supply Chains could be organized to discuss multi-stakeholder collaboration models to address child labour in ASM.

- ▶ Participants at the Manila Meeting also recommended self-regulation practices by miners to be introduced as well as to enhance partnerships with the private sector.



Child shovelling in a gold mine,
Philippines, 2004. © ILO/J. Fortin.

Annexes

► Annex I. Projects that address directly or indirectly child labour and poor working conditions

The tables below show a non-exhaustive list of projects, standards and multi-stakeholder initiatives carried out by different organizations to address directly or indirectly child labour and poor working conditions in ASM. Note that the list is non-exhaustive, it only contains a number of examples of different projects and institutions – including employers and

workers' organizations – working to address child labour in the ASM sector. It is important to note as well that not all project partners and/or donors are listed in the table below. Moreover, it is important to remember that the organizations mentioned in the table below also work to address child labour beyond the projects mentioned.

Projects and initiatives

Project/initiative	Mineral(s)	Country/region	Implementing partner(s)	Donor(s)	Brief description
Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL Africa)	Gold	Cote D'Ivoire, Nigeria, Mali	ILO	Ministry foreign affairs Netherlands	<ul style="list-style-type: none"> Public policy and good governance Empowerment and representation Partnership and knowledge sharing among global supply chain actors working in Africa
Accelerator for responsible gold	Gold	Global	Solidaridad		<ul style="list-style-type: none"> This is a small business incubator to enable entrepreneurs to deliver the equipment and knowledge needed for responsible ASM and adopt good practices faster.
Artisanal mining women's empowerment credit and savings	Gold	DRC	IMPACT	EPRM	<ul style="list-style-type: none"> Sensitization of gender equality Provision of financial literacy training to women who access credit
Bella Rica project	Gold	Ecuador	ILO, Desarrollo y Autogestion		<ul style="list-style-type: none"> Raising awareness in families Strengthening institutions Improving services and the mining production process to generate higher incomes for adults
Capacity Building for a Responsible Minerals Trade	Gold	DRC	Tetrattech	USAID	<ul style="list-style-type: none"> This project works in ASM to transform mineral wealth of the DRC into economic growth.
CAPAZ	Gold	Colombia	ARM, RESOLVE	EPRM	<ul style="list-style-type: none"> This project aims to develop CRAFT and a verification system to engage with ASM.
Child Labour Free Zone	Gold	Uganda	Fairphone		<ul style="list-style-type: none"> This is a 2-year project to tackle child labour in Uganda.

Project/initiative	Mineral(s)	Country/region	Implementing partner(s)	Donor(s)	Brief description
Children rights in mining areas	Gold	Peru	Terre des Hommes		<ul style="list-style-type: none"> ▪ Social focus on prevention of child trafficking ▪ Production focus to find alternatives for farming communities ▪ Mining focus with new perspectives for mining communities
Convening Stakeholders to Develop and Implement Strategies to Reduce Child Labor and Improve Working Conditions in Artisanal and Small-Scale Gold Mining (CARING Gold Mining) Project	Gold	Global, Ghana and Philippines	ILO (and Ban Toxics in the Philippines)	USDOL	<ul style="list-style-type: none"> ▪ Laws, policies, and action plans to address child labour ▪ Access to social protection services and to improved livelihood programmes is increased ▪ Mechanisms to increase transparency and monitoring of child labour ▪ Global networks to reduce child labour and improve working conditions in ASGM are operational ▪ (Using an integrated area-based approach to address child labour -see Annex II)
Combatting Child Labor in the Democratic Republic of the Congo's Cobalt Industry (COTECCO)	Cobalt	DRC	ILO (and PACT)	USDOL	<ul style="list-style-type: none"> ▪ Increased common understanding of the challenges and opportunities for addressing child labor in the DRC's cobalt industry; ▪ Increased capacity of the government and other relevant stakeholders to address child labor in the DRC's cobalt industry; ▪ Improved monitoring and remediation efforts by the private sector of child labor in the cobalt supply chain
Eliminating Child Labor in Mica-Producing Communities and Promoting Responsible Mica Sourcing in Madagascar and Globally (MICA)	Mica	Madagascar	United Nations Development Programme, Responsible Mining Initiative, Terre des Hommes Netherlands, and UNICEF		<p>The MICA project aims to eliminate child labour in mica-producing communities in Madagascar and promote environmentally- and socially-responsible mica mining by:</p> <ul style="list-style-type: none"> ▪ Increasing resiliency of members of vulnerable households in mica-producing communities by facilitating alternative livelihoods, early childhood care and primary education services, nutritional and health interventions, and by strengthening social services; ▪ Increasing capacity of government officials to address child labour in the mica supply chain through skills-building and the promotion of inter-agency coordination; and ▪ Increasing engagement of non-governmental stakeholders to address child labour in the mica supply chain through mapping, introducing workplace standards at mines and processing units, building a fair economic model, and introducing an information management system to support companies due diligence requirements.

Project/initiative	Mineral(s)	Country/region	Implementing partner(s)	Donor(s)	Brief description
Gender assessment tools		Uganda and DRC	IMPACT		<ul style="list-style-type: none"> Providing tools for integrating gender and human rights into mineral policies and projects
Global Mercury Project	Gold	Global	UNIDO		<ul style="list-style-type: none"> UNIDO is leading in the introduction and facilitation of clean technologies and policy reforms to minimise the use of mercury.
Gold Programmes	Gold	Kenya, Tanzania, Uganda	Solidaridad		<ul style="list-style-type: none"> These projects support ASM in good mining practices following Fairtrade Standards.
ILO-Irish Aid Partnership Programme	Stone quarries	India, Benin	ILO	Irish Aid	<ul style="list-style-type: none"> Test of methodologies to support informal economy workers and small producers of stone quarries to combat hazardous child labour in their own sectors.
Just Gold	Gold	DRC	IMPACT	Canadian Aid	<ul style="list-style-type: none"> Trace conflict-free and legal ASM gold from the DRC
Lake Victoria Gold Program	Gold	Tanzania, Kenya, Uganda	Impact Facility		<ul style="list-style-type: none"> This initiative aims to scale the supply of responsibly produced gold.
Mercury inventories and trade	Gold	Multiple (Asia)	Nexus 3		<ul style="list-style-type: none"> Nexus 3 works to improve community's capacity, quality of life and advocates for a toxics-free environment. One of their projects is to conduct mercury inventories and trade.
Moyo Gemstones	Gemstones	Tanzania	Pact, TAWOMA, Anza Gems, Nineteen48, Everledger		<ul style="list-style-type: none"> Building of the first scalable, ASM mined coloured stone sourcing programme, to assure that gemstones are responsibly produced
Oro Legal	Gold	Colombia		USDOL	<ul style="list-style-type: none"> This project focuses on providing support for the formalization of ASM.
Partnership Against Child Exploitation (PACE)	Diamonds and Gold	Central African Republic and Democratic Republic of Congo	World Vision UK, Care and Protection of Children (CPC) Learning Network, Fifty Eight, Thomson Reuters Foundation, UN Global Compact Network UK, and War Child UK	UK Aid	<p>The project focuses on:</p> <ul style="list-style-type: none"> Supporting children's agency to resist exploitation. Helping children and their families access suitable alternatives to the worst forms of child labour. Supporting policy makers, law enforcement and the justice sector to address child labour. Working with the private sector to map supply chains and strengthen due diligence.
Pilares	Gold	Colombia	Pact, ARM	USDOL	<ul style="list-style-type: none"> This project aims to improve the capacity of civil society to address child labour and promote acceptable working conditions.

Project/initiative	Mineral(s)	Country/region	Implementing partner(s)	Donor(s)	Brief description
planetGOLD	Gold	Bolivia, Burkina Faso, Colombia, Ecuador, Ghana, Guyana, Honduras, Indonesia, Kenya, Madagascar, Mongolia, Nigeria, Peru, Philippines, Republic of Congo, Suriname, Uganda.		GEF / UNEP	<ul style="list-style-type: none"> planetGOLD works to make ASGM cleaner, safer and more profitable. The project works to close the financing gap, supporting formalization, raising awareness and connecting mining communities with mercury-free technologies.
Prevention and elimination of child labour in ASGM in West Africa	Gold	Regional (Burkina Faso, Niger and Mali)	ILO	USDOL	<ul style="list-style-type: none"> Capacity building for actors at the central & district level Livelihood support to family members of children at risk or those already engaged in child labour Educational and vocational training activities Awareness raising and social mobilisation activities through information campaigns and forum theatres on the rights of the child and the worst forms of child labour Partnership agreement with the trade unions (Intersyndicale de lutte contre le travail des enfants) in Niger Brochure (Guide de l'orpailleur) produced, translated in the main local languages (Hausa and Zarma) and disseminated among ASM.
Prevention of ASM gold mining risks	Gold	Burkina Faso	Terre des Hommes		<ul style="list-style-type: none"> Integrated approach
Promoting inclusive growth in Zambian mining communities	Cooper	Zambia	ILO		<ul style="list-style-type: none"> Facilitated initial consultations between the Government of Zambia, mining companies, employers' and workers' organisations and broader stakeholders to air views and concerns which have caused relations to deteriorate and to identify joint action with a focus on promoting job creation and enterprise development in Zambian mining communities, to further increase the contribution of the mining sector to inclusive growth.

Project/initiative	Mineral(s)	Country/region	Implementing partner(s)	Donor(s)	Brief description
Responsible Artisanal Gold Solutions Forum	Gold	DRC	RESOLVE		<ul style="list-style-type: none"> ▪ This forum's aim is to engage with organisations that implement responsible sourcing projects, and to assess how to link those with downstream buyers.
Responsible Kenyan gold	Gold	Kenya	Fairtrade, TDI, National council of Churches of Kenya, GROOTS Kenya	EPRM	<ul style="list-style-type: none"> ▪ Improve the incomes and working conditions of ASM miners
Santa Filomena project	Gold	Peru	ILO, CooperAccion, Peruvian Authorities		<ul style="list-style-type: none"> ▪ Promotion of sustainable development and community participation
Somos Tesoro	Gold, Coal	Colombia	Pact, ARM	USDOL	<ul style="list-style-type: none"> ▪ This project works to strategically reduce child labour in mining areas and improve health and safety in ASM mines.
Sustainable Artisanal Mining Project (SAM)	Gold	Mongolia	SDC	SDC	<ul style="list-style-type: none"> ▪ Support the ASM regulatory framework ▪ Raise awareness and share-knowledge on resource management ▪ Create favourable conditions for the ASM sector ▪ Recognize ASM as a formal sub-sector and consolidate knowledge
Towards a responsible Indian mica supply chain	Mica	India	Responsible Mica Initiative		<ul style="list-style-type: none"> ▪ The Initiative aims within the next five years to eradicate child labour and unacceptable working conditions in the Indian mica supply chain.

Examples of multi-stakeholder initiatives

Initiatives	Geography	Brief Explanation
Columbia Gem House	Global	Fair Trade gems is part of a movement in many industries to implement and promote ethical practices.
Freidrich Ebert Stiftung (FES)	Sub-Saharan Africa	Centre aimed at imparting knowledge and enhancing the ability of trade unions and advocacy groups to have a say in political processes.
Global Mercury Partnership	UNEP	This is a partnership between different stakeholders to protect human health and the environment.
Indonesian Tin Working group	Indonesia	This multi-stakeholder initiative aims to identify and mitigate the sustainability challenges of tin mining in Indonesia.
IndustriALL	Global	IndustriALL Global Union represents workers in a wide range of sectors including mining, energy and manufacturing. It has supported the formalization and built the capacity of ASM and their associations.
Japan Electronics and Information Technology Industries Association (JEITA)	Global	Working group to develop and promote policies and action plans for responsible minerals sourcing.
Public-Private Alliance (PPA) for Responsible Minerals Trade	Great Lakes Region	This multi-sector initiative supports the DRC and surrounding Great Lakes Region to improve due diligence and governance systems for ethical supply chains. Implemented by RESOLVE and funded by USDOL.
Refractory Metals Association (RMA) and the International Tungsten Industry Association (ITIA)	Global	This is for industry members to demonstrate their compliance with the requirements of domestic and international conflict minerals regulations.
Responsible Sourcing Network (RSN)	DRC	A multi-stakeholder community to learn, share, and coordinate activities that benefit everyone working towards a peaceful and prosperous minerals trade.
Sustainable Trade Initiative (IDH)	Indonesia	Working group that works to positively contribute to addressing the sustainability challenges of tin mining and smelting.
Swiss Better Gold Association	Multiple	The initiative is a public-private partnership that aims at improving the social and environmental condition of ASM gold throughout the world.

Standards and guidance documents

Standards / Guidance	Mineral(s)	Geography	Brief Explanation
Better Sourcing Program (BSP) and Better Cobalt	Cobalt	Multiple	BSP is an RMI-recognized upstream assurance mechanism that validates supply chains and exports. Better Cobalt monitors impact by monitoring mine sites and trading chains.
Certified Trading Chains (CTC)	Tin, Gold, Tungsten, Tantalum	Rwanda, DRC	The CTC approach was developed to certify responsible mining practice of 3TGs.
Conflict-Free Gold Standard (CFGS)	Gold	Multiple	CFGS is a certification scheme for WGC members that source gold.
CRAFT	All	Multiple	CRAFT seeks to improve practices in ASM.
DMCC Practical Guidance for Market Participants in the Gold and Precious Metals Industry	Gold, Diamonds	UAE	This is a practical guidance to assist DMCC licensed members and non-members within the UAE's gold and precious metals industry on the implementation of the OECD guidelines.
Fairmined	Gold, Silver	Multiple	Fairmined is an assurance label that certifies gold from ASM.
Fairtrade gold	Gold	Multiple	Fairtrade is an assurance label that certifies gold and precious metals from ASM.
Guidelines for the design of direct action strategies to combat child labour in mining	All	Tanzania	These guidelines enable partner agencies and stakeholders to: understand the features and characteristics of child labour in mining and its magnitude; understand the policies and legal framework related to child labour in mining; identify potential stakeholders at different levels; identify key strategies for direct action; and become acquainted with existing lessons and experiences.
ICMM 10 principles and 8 position statements	Gold	Global	The principles serve as a best practice framework on sustainable development for the mining and metals industry.
Issue Brief: Artisanal & Small-Scale Mining: USAID Activities & Approaches	All	Global	This Issue Brief outlines the relationship between artisanal and small-scale mining and development, describes USAID's programmes, highlights illustrative best practices, and shares key resources.
Issue Brief: Gender Issues in the Artisanal and Small-Scale Mining Sector	All	Global	This Issue Brief outlines gender issues in the ASM sector.
Kimberly Process Certification Scheme	Diamonds	Global	The Process was established to prevent conflict diamonds from entering the mainstream rough diamond market.
LBMA Responsible Gold Guidance (RGG)	Gold	Global	The RGG is based on the OECD DDG as well as the KYC, anti-money laundering and anti-terrorist funding regulations.
Minamata Convention on Mercury	Gold,	Global	This is a treaty to protect human health and the environment from the adverse effects of mercury.
OECD Due diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas	All	Global	This guidance provides detailed recommendations to help companies respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.
Regional Certification Mechanism (RCM)	All	Great Lakes Region	RCM is one of the 6 tools of the International Conference on the Great Lakes Region (ICGLR)'s Regional Initiative to fight against the Illegal Exploitation of Natural Resources.

Standards / Guidance	Mineral(s)	Geography	Brief Explanation
Responsible Cobalt Initiative	Cobalt	DRC	The Initiative aims to have downstream and upstream companies align their supply chains to the OECD due diligence guidance, promote cooperation with different stakeholders, and develop a common communication strategy to communicate progress.
Responsible Gold Mining Principles	Gold	Global	The Principles are a framework setting out the expectations for investors, downstream gold supply chain participants and other stakeholders as to what constitutes responsible gold mining.
RJC Code of Practices and Chain of Custody Standard	Diamonds, Gold	Global	The Code and Standard provides RJC members evidence of their responsible business practices.
The Responsible Minerals Assurance Process (RMAP)	Gold	Global	RMAP takes a unique approach to helping companies make informed choices about responsibly sourced minerals in their supply chains.

Other initiatives

Initiatives	Geography	Brief Explanation
Amnesty International	DRC	<ul style="list-style-type: none"> Amnesty has a campaign that puts the spotlight on the electronic corporations profiting from child labour and helps create pressure towards ensuring their supply chains are free from children.
Artisanal Gold Council	Global	<ul style="list-style-type: none"> The artisanal gold council works globally to improve the health, economy an environment in artisanal and small-scale mining.
Bachpan Bachao Andolan (BBA: Save the Childhood Movement)	India	<ul style="list-style-type: none"> BBA focuses on prevention in order to address the root causes of child labour and they aim to create what they call a Child Friendly Village.
Canadian International Resources and Development (CIRDI)	Multiple	<ul style="list-style-type: none"> CIRDI is an independent centre of expertise in natural resource-led development. They work at the request of developing country governments that seek to strengthen their capacity to govern and manage their natural resources for the benefit of their people.
Centre for Social and Responsibility Mining (CSRMin) – Sustainable Minerals Institute	Global	<ul style="list-style-type: none"> SMI-CSRMin is a leading research centre committed to improving the social performance of the industry globally.
CRED Uganda	Uganda	<ul style="list-style-type: none"> CRED has delivered many different projects in Uganda to tackle child labour in ASM.
Diamond Development Initiative	Global	<ul style="list-style-type: none"> DDI is working to transform ASM by bringing the informal sector to the formal economy.
ECO Uganda	Uganda	<ul style="list-style-type: none"> This project supports children and others with vocational skills training, mentorship, and apprenticeship, linked to government and other existing livelihood programmes.
Global Rights Alert	Global	<ul style="list-style-type: none"> Global Rights Alert has delivered many projects to empower communities to negotiate for equitable benefit sharing, influence decision making and mitigate human rights abuses.
Good Shepherd Sisters	DRC	<ul style="list-style-type: none"> Community development programme to assist vulnerable ASM communities. The project aims to strengthen child protection, guarantee food security, decrease gender-based discrimination and enhance cohesive citizenship.

Initiatives	Geography	Brief Explanation
Hivos - Stop Child Labour	Global	<ul style="list-style-type: none"> ▪ This organization is working at a community level to make sure that everyone is convinced that no child should be working, and that children should be at schools.
Institute of Mining Engineering - University of British Columbia	Global	<ul style="list-style-type: none"> ▪ The Institute performs research and education contributing to social and economic development.
International Institute for Environment and Development (IIED)	Global	<ul style="list-style-type: none"> ▪ IIED is a policy and action research organization which seeks to promote sustainable development to improve livelihoods and protect the environment. It has organized dialogues between ASM and large mining. For example, in Ghana, IIED and Friends of the Nation have convened a multi stakeholder dialogue on ASM.
International Institute for Sustainable Development (IISD)	Global	<ul style="list-style-type: none"> ▪ IISD aims to accelerate solutions for a stable climate, sustainable resources, and fair economies. Through the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF), IISD works to optimize the benefits of mining with a focus on taxation, environmental safeguards, local content and small-scale mining.
Plan International	DRC and Tanzania	<ul style="list-style-type: none"> ▪ They work to reunite kids working in mines with their parents and getting children into schools to secure their future.
Pure Earth	Multiple	<ul style="list-style-type: none"> ▪ Pure Earth works in ASM gold mining areas to reduce the impact of mercury while improving the lives of communities, and particularly of children.
Save the Children DRC	DRC	<ul style="list-style-type: none"> ▪ Save the Children works to secure the future of children around the world by getting children back to school, providing children with healthcare and nutrition support and by protecting them from exploitation and abuse. One of their projects focuses on children that have worked in ASM in the DRC.
World Vision	DRC	<ul style="list-style-type: none"> ▪ World Vision has been working in the DRC in a variety of projects, including partnering with Good Shephard to deliver projects focused on child labour in ASM.

► Annex II. CARING Gold Mining Project case studies

Case study 1: General good practices

Where: Ghana and the Philippines

When: 2015 to 2020

Implementers: International Labour Organization (funded by USDOL)

A project to reduce child labour and improve working conditions in ASM

ASM provides a livelihood to as many as 40 million women and men worldwide, including many children. Child labour in mining is deeply rooted in poverty. Despite mining being considered one of the most hazardous types of work for children, children working in ASM engage in a wide range of tasks. From mining activities, such as digging, carrying heavy loads, grinding, sorting rocks or mixing the ground ore with mercury (in the case of gold), to providing services to miners and ASM communities, such as selling food or being involved in prostitution or trafficking.

In line with the ILO's mission of promoting social justice and internationally recognized human and labour rights, the CARING Gold Project implemented strategies to reduce child labour and improve working conditions in ASM. The project followed a multi-stakeholder community integrated area-based approach, which by the end of the project resulted in some areas free of child labour. An integrated, area-based approach acknowledges that child labour is a multifaceted development challenge that requires a multi-sectoral methodology to address all forms of child labour in a specific geographical location.

Areas free of child labour

The project concluded in 2020 with several ASM Gold (ASGM) areas in Ghana and the Philippines freed from child labour. The project aimed at improving working conditions in ASGM which also resulted in the project addressing poverty and vulnerability. It also strengthened laws, policies and action plans to address child labour and working conditions on ASGM, supported miners to formalize, to introduce mercury free technologies, and to improve access to social protection and alternative livelihoods.

Successful and replicable practices from the CARING Gold project

There have been several good practices that the Caring Gold wants to share with other stakeholders, including the following general examples that have been instrumental in achieving a high level of

stakeholder ownership which translated to success and sustainability:

- **The project took a community-centred approach** – engaging with all levels of the community (traditional leaders, officials, assembly members, religious leaders, miners in the community, ordinary community members and children). The project exercised its social dialogue mandate by providing different platforms for community actors to come together and plan strategies to address child labour and implement these in a coordinated manner.
- **The project built on existing structures** (administrative, regulatory, trade, social, etc.) rather than creating new ones. The project did not create new interventions but merely increased awareness of actors about child labour and working conditions issues in ASGM and worked with them to focus existing programmes to address the root causes of these issues.
- **The project worked closely with local governments to align local government plans and resources with community needs and priorities.** Similar to the previous point, the project provided technical guidance to local governments to focus their plans and resources to address community needs that would result to reducing issues of child labour in ASGM.
- **The project engaged with a wide range of existing and active stakeholders** (governmental and non-governmental) to conduct training and develop tools rather than hiring outside consultants. This can ensure long term sustainability and scalability of the project. The project recognized early on that stakeholders mandated to address the issues relevant to its objectives already had capacities to be resource persons. By tapping these capacities and, again, just merely providing the guidance needed to focus on relevant issues, the project was able to increase ownership and sustainability.

Specific good practices for Ghana and the Philippines can be found in their relevant cases studies.

Case study 2: Specific good practices in Ghana

Where: Ghana

When: 2015 to 2020

Implementers: International Labour Organization (funded by USDOL)

A project to reduce child labour and improve working conditions in ASM

Worldwide, about a million of children are engaged in child labour in mines and quarries. In the Western, Central, and Ashanti Regions of Ghana, it is estimated that thousands of children work in artisanal and small-scale gold mining (ASGM).

In line with the ILO's mission of promoting social justice and internationally recognized human and labour rights, the CARING Gold Project in Ghana addressed this issue by implementing strategies to reduce child labour and improve working conditions in four communities where there were ASGM, in the districts of Adansi North (Ashanti Region) and Aowin (Western Region). The project followed a multi-stakeholder community integrated area-based approach, which produced sustainable results to address child labour. An integrated area-based approach acknowledges that child labour is a multifaceted development challenge that requires a multi-sectoral approach to address all forms of child labour in a specific geographical location.

Community actors working together to address child labour in ASM

The project worked with Community Child Protection Committees (CCPC) and provided them technical support to be effective in fighting child labour in small scale mining contexts. These were made up of members from different backgrounds such as the law enforcement agencies, traditional leaders, religious leaders, teachers, parents, assembly members, opinion members, unit committee members, miners, women's groups and youth groups etc. who brought different perspectives with respect to dealing with child labour issues. The CCPCs proved very effective in preventing children from working at the mining sites as well as withdrawing children who are found to be working at the mining sites. They have been an important context for knowledge-sharing about the child labour issues in the communities and for concerted action to reduce child labour and improve working conditions in the ASGM sector. The CCPCs are using the community register, CL monitoring tool and referral mechanisms. They are thus able to identify the numbers and ages of children in the communities and which of them work in the mines.

The project introduced the ILO's Supporting Children's Rights through Education, the Arts, and Media (SCREAM) methodology through the formation of school clubs. Four school clubs were created, with about 40 children per club, who were incentivized to attend through various activities such as quizzes, debates, drama, singing, etc. This recipe was a success and promoted children's rights by encouraging their attendance at school, ultimately disincentivizing their interest in going back to the mine sites. After the introduction of the school clubs the number of students enrolled steadily increased.

Another good practice was working with GNASSM and increasing the capacity of the 1,200-member strong association to address child labour within its ranks. This offered the project a platform to reach a lot of the miners both within the pilot communities and throughout country. The group established localized rules and regulations specific to different mining sites to serve as guiding principles in their operations. It also instituted committees that assess the age and ability of each employee before they are made to enter the mine site. This did not previously exist. Again, there is also knowledge transfer where training is replicated in the communities for miners who may have not had the opportunity to attend the training held outside the communities.

Successful and replicable practices from the CARING Gold project in Ghana

Several good practices from the Caring Gold Mining Project in Ghana could be shared with other stakeholders. These include:

- **Engaging with all levels of the community and beyond:** the project took a community-centred approach and engaged with everyone in the community at all levels on one to one basis, through workshops and training. Traditional leaders, officials, assembly members, religious leaders, miners in the community, schoolteachers, ordinary community members and children played a crucial and central role in the Caring Gold project. Engaging closely with the community ensured that defined plans and strategies were inclusive and that no view and voice were left behind. This community-based approach helped deal with cultural dynamics, while children felt more confident and open to dialogue with people from their own communities. The project also engaged with key national government and non-government stakeholders (implementing partners, clergy, educationists, law enforcement agencies, etc.) to ensure synergies were built and competencies and networks leveraged.

- **Building on existing structures, and developing tools and training with local stakeholders:**
 - **The Community Child Protection Committees (CCPC):** The CARING Gold project built on this earlier initiative and worked with community leaders and the local government to establish CCPC in the four communities where the project was implemented. CCPC was identified as being strategic in promoting relevant community engagement on child labour issues and to this end, they were integrated in the National Plan of Action (NPA).
 - **The Ghana National Association of Small-Scale Miners (GNASSM):** GNASSM is a recognized trade organization that brings together ASM miners in Ghana. The CARING Gold project worked with GNASSM to map and engage miners and locations.
 - **District and Municipal Assemblies:** The CARING Gold project relied on officials of these Assemblies whose responsibilities were relevant to achieve the project's goals. Working with them ensured the buying in of the Assemblies who felt to be part of the core team of the project and guaranteed better synergies.
 - **Ministry of Employment and Labour Relations (MELR) and Child Labour Unit (CLU):** the CARING Gold project engaged with them to provide child labour training for government representatives in Adansi North and Aowin.
 - **National Board for Small Scale Industries Business Advisory Centres (NBSSI-BACs):** the CARING Gold project worked with NBSSI-BACs to introduce a number of livelihood empowerment opportunities to members participating communities.
 - **Minerals Commission:** the project worked with the minerals commission to develop a checklist tool with indicators on child labour that can be used at the district level.

The use of these and other existing structures further deepened the commitment from all bodies to ensuring that the main aim and impact of the project is achieved.

- **Linkage to social protection programmes:** the project sought to increase access to social protection programmes, which helps address poverty and incentivise the community not to tolerate child labour. The social protection programmes targeted were the school feeding programme, the National Health Insurance Programme (NHIS) and the Livelihood Empowerment Against Poverty (LEAP).

- **Alliances with local partner organizations and ASM miners:** the project tapped into the local network and formed a number of alliances with many organizations and industry players to implement activities in the project communities. This helped with gaining the trust of the community as well as with ensuring long-term positive impact by embedding capacity within the existing fabric of the society. The ILO also undertook several training sessions and workshops with miners on the subject of occupational health and safety.

Case study 3: Specific good practices in the Philippines

Where: the Philippines

When: 2015 to 2020

Implementers: International Labour Organization (funded by USDOL)

A project to reduce child labour and improve working conditions in ASM

In total, there are 280,000 artisanal and small-scale gold mining (ASGM) workers in the Philippines operating in tens of thousands different sites, of which only 12 are considered legal. An estimated 2.1 million children in child labour work in the country, thousands of which work in ASGM.

In line with the ILO's mission of promoting social justice and internationally recognized human and labour rights, the CARING Gold Project in the Philippines implemented strategies to reduce child labour and improve working conditions in Barangay Malaya (Camarines Norte) and in South Cotabato, where children were involved in unstable 25-meter deep pits, mined gold underwater with oxygen tubes and processed gold with mercury. The project followed a multi-stakeholder community integrated area-based approach, which produced sustainable results against child labour. An integrated area-based approach acknowledges that child labour is a multifaceted development challenge that requires a multi-sectoral approach to address all forms of child labour in a specific geographical location.

Barangay Malaya area free of child labour

The village of Malaya, featured in a Human Rights Watch (HRW) in 2015 as showing the challenges linked to small scale mining because of informality, environmental degradation due to mercury use and incidence of child labour, has been transformed because of the project's effort to bring together various actors to support its transition to a community that is child labour-free and mercury-free and whose

mining operation was legal, protected workers and even diversified into agriculture. The organizing of the miners into an association which became the basis for their claiming and receiving support from various government agencies was critical to this accomplishment.

Successful and replicable practices from the CARING Gold Mining Project in the Philippines

Several good practices from the Caring Gold Mining Project in the Philippines could be shared with other stakeholders. These include:

- **Development of the SHIELD with the Department of Social Welfare and Development (DSWD) and other stakeholders:** The Strategic Helpdesks for Information, Education, Livelihood and other Developmental Interventions (SHIELD) is a government programme that aims to addressing child labour through a community-based registry system coupled with a help desk for referral of cases for services. This was piloted in various parts of the country including in a small-scale mining context in Camarines Norte in the Philippines. Now that the SHIELD is going to roll-out throughout the whole country, it will bring with it the ability to effectively address child labour cases in ASM sites.
- **Strengthening laws, policies and action plans to address child labour and improve working conditions in ASGM:** By reducing informality, the project helped miners achieve a small-scale mining permit so that they can operate legally and be connected with government agencies to seek assistance. The project also worked with governments to strengthen laws, policies and action plans.

- **Linkage to social protection programmes and alternative livelihoods:** The project worked with the Department of Labour and Employment to create supplementary community livelihoods opportunities, such as farming for the parents of children in child labour, to increase family incomes which helped them get their children out of mining. The project also worked on the promotion of skills development opportunities to increase employability in other sectors, such as computing, electronics, plumbing, etc.
- **Innovative solutions and mercury-free technology:** Together with BAN Toxics, the project introduced innovative and mercury-free solutions like the gravity concentration method for gold separation. This put an end to the practice of using mercury to extract gold.
- **Engaging with all levels of the community and ASM miners:** To conduct training on health and safety, environmental protection, develop skills, etc. ensuring long term positive impact by embedding capacity within the existing fabric of the society.

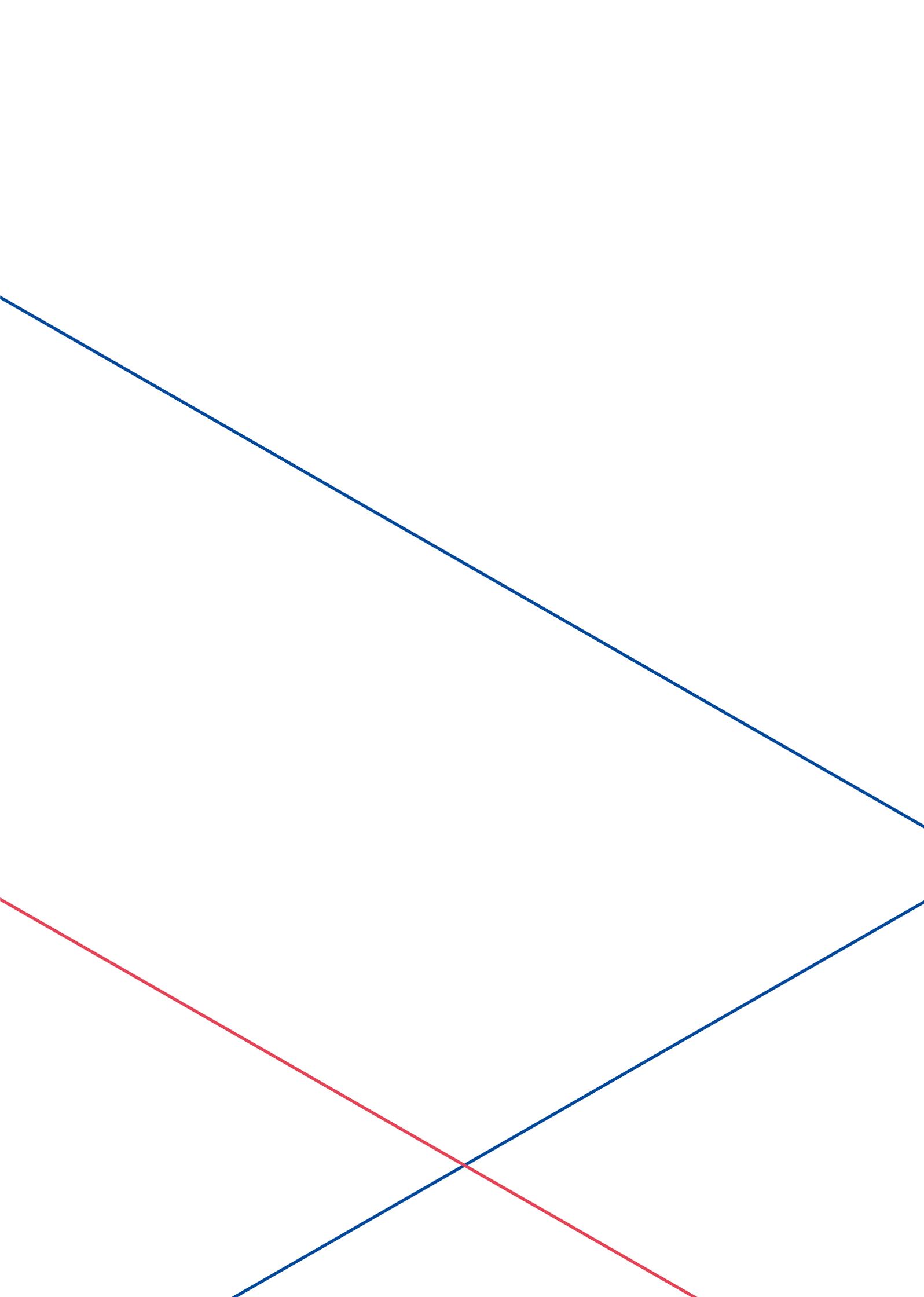
What comes next?

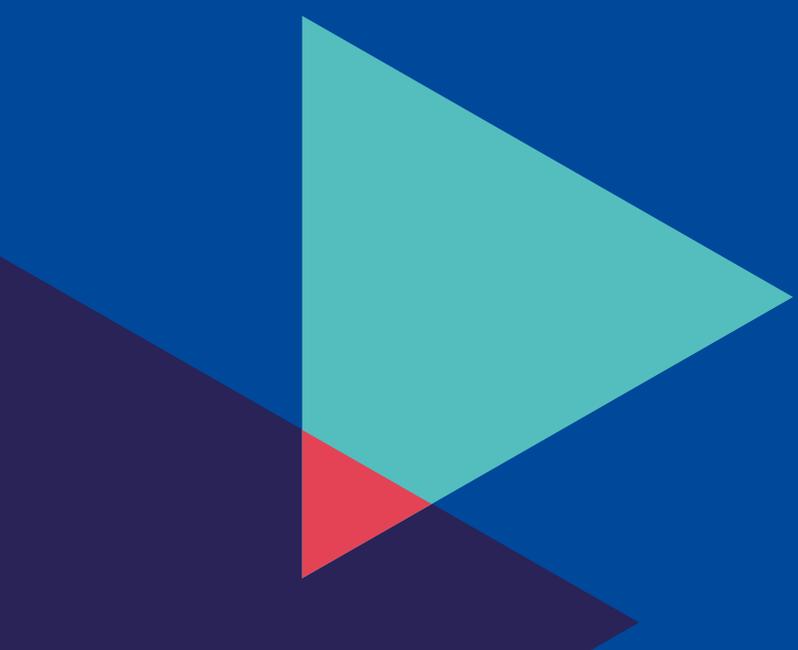
The CARING Gold project is committed to disseminate its good practices in the Philippines and encourage other actors operating in the ASGM sector in the country to use the instruments created and to adapt them to their own areas of work, in order to bring long lasting solutions to the ASM sector.

End notes

- 1 The meeting was organized by the ILO with the support of the US Department of Labour, OECD and UNEP.
- 2 Child labour, as defined by the ILO Conventions and Recommendations, is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:
 - is mentally, physically, socially or morally dangerous and harmful to children; and
 - interferes with their schooling by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work;
 “Child labour is work which contravenes national and international standards concerning the work of children. It is work that kills the human resources of a nation and undermines its future development”. Ref: Trade Unions and Child Labour-A Tool For Action-ILO ACTRAV, 2016, p1.
 For further information, refer to the ILO Conventions No. 138 on Minimum Age, Convention No. 176 on Safety and Health in Mines and the Recommendation No. 204 on the Transition from the Informal to the Formal Economy.
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- 8 COBUFADE, Le travail des enfants dans l'orpaillage, (2002). This study on child labour in artisanal and small scale mining undertaken by COBUFADE in seven sites in Burkina Faso is presently the best source of quantitative information. It has shown that children under 18 may constitute up to 30-50% of the entire orpaillageur workforce (estimated at between 200,000-500,000 across the two countries). This extrapolates into somewhere between 60,000 - 200,000 children working in the mines in both countries. However, these figures may well be an underestimate. Approximately 70% of the children are under the age of 15, indicating that children start working from a young age.
- 9 Worst forms of child labour are: a) debt bondage, slavery, trafficking and similar practices b) the use, procurement or offering of a child for commercial sexual exploitation, including in pornography c) illicit activities, and d) work which, by its nature or the circumstances in which it is carried out, puts their health, safety or morals at risk--known as “hazardous work”. For further information refer to the ILO Convention No. 182 on the Worst Forms of Child Labour.
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- 39 Somos Tesoro (interviewee 1)
- 40 Somos Tesoro (interviewee 2)
- 41 ARM (interview)
- 42 Fairtrade (interview)
- 43 IMPACT (interview)
- 44 UNICEF (desk-based review) and Nexus3 (interview)
- 45 UNICEF (desk-based review)
- 46 UNICEF (desk-based review)
- 47 UNICEF (desk-based review)
- 48 Certified Trading Chains (CTC) (interview)
- 49 Global Rights Alert (interview)
- 50 USDOL (review)
- 51 ILO (desk-based), ARM (interview), Fairphone (interview), GIZ (interview), Stop Child Labour (interview)
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- 53 Save the Childhood Movement (desk-based), Nexus3 (interview)
- 54 IMPACT (interview)
- 55 PACT (interview)
- 56 SDC (desk-based), GIZ (interview), DDI (desk-based), CRED (interview), Global Rights Alert (interview)
- 57 Terre des Hommes (interview)
- 58 SDC (desk-based)
- 59 SDC (desk-based)
- 60 Terre des Hommes (interview), CRED (interview)
- 61 ARM (interview), Fairphone (interview), World Vision (interview), Responsible Mica Initiative (interview), Desarrollo y Autogestion (interview), Global Rights Alert (interview), ECOUganda (Interview)
- 62 Stop Child Labour (interview), Global Rights Alert (interview)
- 63 ARM (interview)
- 64 ECOUganda (Interview)
- 65 UNICEF (interview), World Vision (interview), Responsible Mica Initiative (interview)
- 66 CRED (interview)
- 67 Stop Child Labour (interview)
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- 72 PACT (interview), GIZ (interview)
- 73 Terre des Hommes (interview)
- 74 Terre des Hommes (interview)
- 75 Terre des Hommes (interview),
- 76 Fairphone (interview)
- 77 GIZ (interview)
- 78 Fairphone (interview)
- 79 ARM (interview)
- 80 PACT (interview), ARM (interview), EPRM (interview), UNICEF (desk-based), Solidaridad (desk-based), World Vision (interview), DDI (desk-based), Responsible Mica Initiative (desk-based)
- 81 IMPACT (interview)
- 82 CTC (interview)
- 83 Responsible Mica Initiative (desk-based)
- 84 ECOUganda (Interview)
- 85 PACT (interview)
- 86 UNICEF (interview)
- 87 Nexus3 (interview), CTC (interview), CRED (interview)
- 88 UNICEF (interview), Solidaridad (desk-based), DDI (desk-based)
- 89 GIZ (interview)
- 90 ARM (interview)
- 91 Responsible Mica Initiative (interview)
- 92 Responsible Mica Initiative (interview)
- 93 RESOLVE (interview)
- 94 PACT (interview)
- 95 UNICEF (interview)
- 96 IMPACT (interview)
- 97 USDOL (review)
- 98 ARM (interview), DDI (desk-based)
- 99 GIZ (interview), CTC (interview), Global Rights Alert (interview)
- 100 ECOUganda (Interview)
- 101 ARM (interview)
- 102 Stop Child Labour (interview), Global Rights Alert (interview)
- 103 CTC (interview)
- 104 ECOUganda (Interview)
- 105 USDOL (review)
- 106 USDOL (review)
- 107 RESOLVE (interview), CTC (interview)
- 108 CTC (interview)
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- 117 A theory of change is a useful methodology to ensure that the desired goals are achieved by following a circular pathway of planning, participation and evaluation.





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