



International
Labour
Organization



Regional Initiative
Latin America and the Caribbean
Free of Child Labour

GENDER ANALYSIS

of **CHILD LABOUR** policy
frameworks in Latin America
and the Caribbean



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01.

Introduction

Today, child labour remains a persistent problem in the world. The latest global estimates indicate that 160 million children –63 million girls and 97 million boys– are engaged in child labour. Despite the progress that has been made in recent decades, the trends, exacerbated by the global pandemic COVID-19, show a stagnation since 2016 in the fight against child labour (ILO-UNICEF, 2021).

Latin America and the Caribbean is one of the regions that has made the most progress towards this goal in the last 20 years, and despite the trend, it has maintained the reduction of child labour. The joint work developed between governments, employers' and workers' organizations, civil society and international cooperation has achieved a significant reduction of 11.8 million boys, girls and adolescents in child labour between 2000 and 2020. However, the region still lives with the challenging figure of 8.2 million people between the ages of 5 and 17 who work; 5.5 million of whom are engaged in hazardous activities (4%). They are girls, boys and adolescents who are putting their health and safety at risk, limiting their access to and permanence in the education system and compromising their chances of finding decent jobs in the future. This reality requires an intense effort of interconnection between many actors and policies if we want to achieve Target 8.7 of the Sustainable Development Goals (SDGs), which calls for ending child labour in all its forms by 2025. In addition, achieving the target implies making progress on at least 35 other targets of the 2030 Agenda, given that they are closely interdependent with the reduction of child labour (UN, 2015).

In 2019, the centenary year of the International Labour Organization (ILO) and the adoption by the United Nations General Assembly of the Resolution declaring 2021 as the International Year for the Elimination of Child Labour¹, the promotion of social justice to make the world a safer, more equitable, healthier and more prosperous place to live and work was highlighted. Along these lines, years of experience and joint work between the ILO and governments and employers' and workers' organizations have given the region the confidence and impetus to achieve the possibility of becoming the first region free of



¹ Resolution adopted by the General Assembly on 25 July 2019 (A/RES/73/327)

child labour. The current situation resulting from the COVID-19 health emergency will require additional efforts by the countries to avoid a setback of the positive trend of recent years and to accelerate the reduction of the child labour figures.

The design and implementation of policies, programmes and initiatives, must recognize existing gender inequalities and their influence on the differentiated characteristics and conditions of child labour for girls and boys². Gender inequalities have an impact on the greater or lesser presence of girls, boys and adolescents in sectors or activities with different risks that they perform (Regional Initiative - ILO, 2020; ILO - ECLAC, 2018). Thus, there is a sex segregation in child labour in line with the roles and stereotypes that operate in labour markets, by socially assigning women to a greater extent to unpaid domestic and care tasks of the private sphere, and men the paid jobs in the public sphere (Amorim, Murray, and Rai, 2004; Montañó and Milosavjlevic, 2009). The very definition of child labour tends to focus on the productive spheres.

Girls and adolescents carry out household activities, such as domestic and care work³ –paid or unpaid –and are even victims of the worst forms of child labour, such as commercial sexual exploitation, forced labour or forms of bonded labour. The characteristics of all these activities make their identification, quantification and monitoring very complex for the authorities, and they remain invisible in statistics and reports (Regional Initiative - ILO, 2020; ILO, 2019). For all of these reasons, it is necessary to adopt a multilevel and multisectoral approach that provides comprehensive responses for children, paying special attention to girls and care policies,

and incorporating a gender and intersectional perspective that addresses the causes of the inequalities present in child labour.



In this sense, the mainstreaming of the gender approach in the projects, strategies and tools developed by the Regional Initiative Latin America and the Caribbean Free of Child Labour (Regional Initiative) is a priority. This study is part of this will and line of work and will contribute to the implementation of the Gender Strategy of the Regional Initiative (EGIR, for its acronym in Spanish). This Strategy is the result of the political will of the tripartite members in the Regional Initiative, of its alignment with the 2030 Agenda, as well as with the ILO's gender policy, the gender policies of the countries and member organizations, and of its strategic partners. The EGIR is based on the Fundamental Principles and Rights enshrined in the Charter of the United Nations (UN, 1945) and the Universal Declaration of Human Rights (UDHR) (1948) and has as its overall objective:

² This study focuses on regulations related to the prevention and eradication of child labour, but given the multidimensional nature of child labour and the need to address it from the perspective of coherence and coordination of policies on education, social protection, health, etc., it would be complementary to studies of other regulations such as, for example, education from a child labour perspective.

³ It is estimated that 63% of people under the age of 15 who spend more than 21 hours a week on caregiving are girls.



Contribute to improving conditions so that boys, girls and adolescents have equal opportunities to access and exercise their rights and develop their life projects, promoting the visibility and recognition of gender inequalities that affect boys, girls and adolescents in the area of child labour and acting accordingly (Regional Initiative - ILO 2021a, p.29).

In order to achieve this, the strategy develops five strategic lines of action⁴ and proposes different measures in each of them. The development of these measures will enable the effective mainstreaming of the gender perspective in the different actions promoted by the IR. For this reason, in line with the approaches proposed in the International Year for the Eradication of Child labour (act, inspire, expand) and associated with Strategic Line of Action 1 of IR's gender strategy (EGIR), "*Institutional Policy Development*", this **Gender analysis of the regulatory frameworks on child labour in Latin America and the Caribbean** has been carried out.

The preparation of a study that provides recommendations for the mainstreaming of the gender approach in PETI policies based on the gender analysis of these policies, will contribute to the objective of IR's gender strategy (EGIR) and advance with the strategic guidelines of the IR in the process of incorporating gender analysis and criteria on child labour; and "*promote that the prevention and protection frameworks address the different needs, interests and capacities of children and adolescents*" (Specific objective 1 of the EGIR).

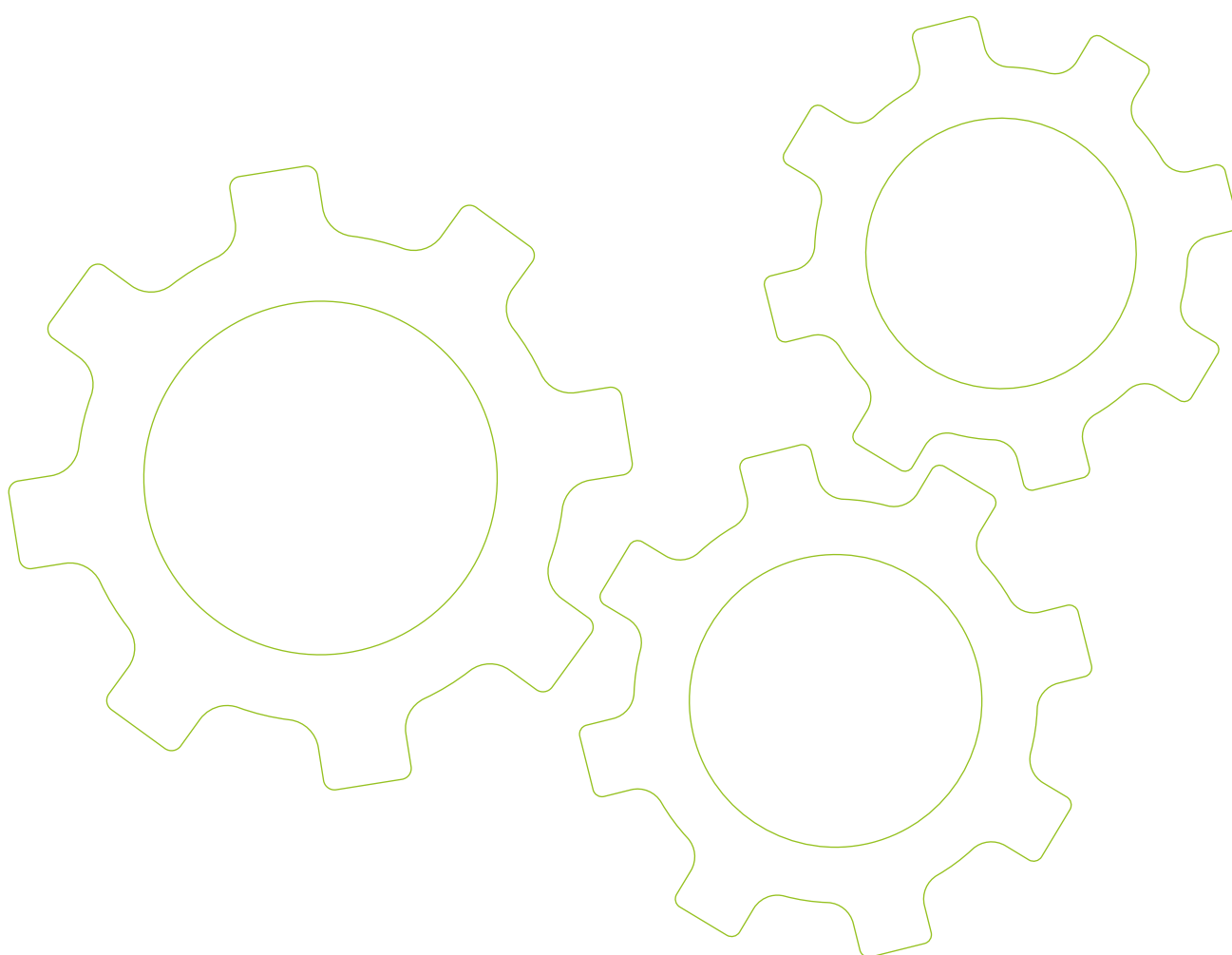
In addition, this work also responds to conclusion seven and recommendation three of the evaluation of the support projects to the IR 2021:



(3) incorporate the gender approach more effectively in the intervention of the IR: (a) carry out a diagnosis to identify the mechanisms, advances and limitations of the effective incorporation of the gender approach in public policies to fight child labour in the Ministry of Labour and in other bodies of the public sector in the countries that make up the IR; (c) establish partnerships with key regional and national institutions on gender issues (ILO, 2021).

⁴ Strategic axis: institutional policy development; strategic line of action 2: capacity building; strategic line of action 3: knowledge generation and management; strategic line of action 4: policy advocacy; strategic line of action 5: awareness raising

This study is structured around five chapters. The first of which deals, from a theoretical perspective, with gender inequalities and, more specifically, those detected in the area of child labour. These are connected to structural inequalities that determine the meanings and significance of what it means to be a boy or girl for society and the family. Chapter three presents the normative framework of interest for this study, both in the area of child labour and in that of gender equality. The normative framework is understood as the legal, juridical and political basis of child labour. Throughout the study, the methodology developed will be applied to the documents selected for each of the countries. The last chapter deals with the main conclusions derived from the study and a series of general and country-specific recommendations.



02.

Theoretical approaches to gender inequalities and child labour in Latin America and the Caribbean

The current global context and the many systems operating within it are marked by growing and interrelated economic, political, social and environmental inequalities. These inequalities have been exacerbated by the pandemic and offer very worrying scenarios for most of the world's regions. In the case of Latin America and the Caribbean, *"poverty and extreme poverty will reach levels that have not been observed in the last 12 and 20 years, respectively, and most countries will experience a deterioration in distribution"* (ECLAC, 2021, p.28; ILO, 2021b).



Gender inequalities refer to the legal, social and cultural situation in which sex and/or gender determine different rights due to the fact of being born a boy or a girl. These inequalities are reflected in unequal access to and enjoyment of their rights and in the attribution of stereotyped social and cultural roles that are transferred to all spheres of life. Thus, there are a series of inequalities that interact with the learning of roles, stereotypes and behaviours assigned to what it means to be a girl or a boy, and with the symbolic processes that shape gender in cultures. These gender inequalities are interconnected with other inequalities and discriminations –race/ethnicity, poverty, among others–, so their analysis and approach must take into account the different mechanisms that intertwine and generate or enhance inequality between girls and boys. This division operates in all societies and refers to the way in which they divide work between men and women, boys and girls, according to the gender roles socially established or considered appropriate and valued for each sex.

Through the family, school, the media and different social, political and economic institutions, a series of cultural norms and characteristics are imprinted on what is considered feminine or masculine in a given context; this is what is known as gender socialization. These assigned roles and expected characteristics will condition thoughts and behaviours from childhood and will have a differentiated impact on personal and professional trajectories.

Statistics on child labour in the region show a greater presence of boys (67%) in child labour than girls (33%). However, the bulk of the work performed by girls is invisible in the surveys and refers to tasks related to the domestic and care sphere (ILO - UNICEF, 2021). In fact, when domestic activities of more than 21 hours per week are considered in the analysis, the difference in percentages is reduced by half.

The distribution of gender roles has led to gender-differentiated participation in productive activities, with boys being more involved in productive activities with a greater presence in the public sphere and girls in caregiving tasks⁵ confined to the private sphere. The division of spaces and tasks will condition, from childhood onwards, clear gender gaps not only in terms of job orientation and performance, but also in terms of income, which will deepen and become more acute during adolescence. In addition, it has also been detected that girls face a greater risk of being victims of commercial sexual exploitation, forced labour or bonded labour (ILO, 2020, p. 3).



The highest percentage of child labour takes place in families. 72% of boys and girls engaged in child labour and 83% of child labour among boys and girls aged 5 to 11 years takes place in families, mainly on family agricultural farms or in family micro-enterprises. Child labour in families is often hazardous, despite the widespread perception that the family provides a safer working environment. More than one in every four children aged 5 to 11, and almost half of children aged 12 to 14 engaged in child labour in the family unit, are engaged in work that is likely to harm their health, safety or moral development (ILO - UNICEF, 2021, p.7).

⁵ Housework refers to activities performed for one's own family and within that environment for example, caring for siblings, sick people, people with disabilities or elderly; cleaning and minor repairs in the home; preparing and serving food; washing and ironing clothes; and transportation or accompaniment to and from school. The production of domestic and personal services by a household member for consumption within his or her own household.(ILO,2017,P.45).

Family decisions about abandoning the education system in favour of working –which in the short term complement family income economically, but in the long term perpetuate situations of poverty that impede the proper development of children’s future lives (more precariousness, less income and less human capital)– have a high cost for children and society as a whole. The increase in inequality, poverty and vulnerability is directly related to the existence and prevalence of child labour and to children’s right to education. Investment in education and the incorporation of gender issues in aspects such as quality, accessibility, and relevance (adequacy of formal and non-formal curricula) will be crucial elements in the fight against gender inequalities present in child labour and to advance towards a change of mentalities.



In the current context of the pandemic, the numerous restrictions –mobility, labour, economic, health, etc.– have impacted the realities and livelihoods of millions of families in Latin America and the Caribbean, increasing the risk of boys, girls and adolescents taking on jobs or increasing their working hours to help their families and supplement their income. In addition, the pandemic has increased the time burden of

care tasks and reinforced the responsibility of girls and adolescents (ECLAC 2021; Cañete, 2020; ILO, 2020a, 2020b, 2021b).

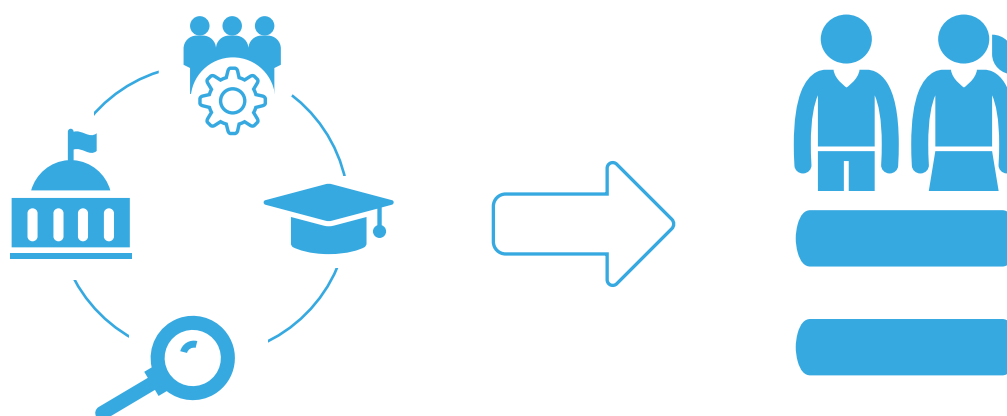
In addition, the projections of what is called the “*new normal*” suggest changes in the form of schooling and work, so that new challenges of reorganization of productive and care work and greater pressures on national systems of public education, health and social protection appear (UN Women - ECLAC, 2020).

It is urgent to take into account the differentiated impacts of policies, as well as existing inequalities. Therefore, incorporating the gender perspective to eliminate barriers, promote equality and equity, transform social and institutional structures and multisectoral policy approaches for the eradication of child labour⁶ is key.

The promotion of gender equality as a cross-cutting principle in all public policies is a commitment taken on by the countries of Latin America and the Caribbean (LAC), which is reflected in the ratifications of existing international and regional instruments, and through the harmonization, adaptation or creation of appropriate and pertinent regulatory frameworks. In addition, the different Latin America and the Caribbean countries must guarantee their constitutional mandates regarding the principle of equality and non-discrimination (see Annex - Country profile).

This idea of incorporating gender issues as a global strategy for all social issues was embodied in the United Nations Fourth World Conference on Women (Beijing, 1995) and its Platform for Action. Two years later, ECOSOC (1997) defined the concept of gender mainstreaming. The mainstreaming strategy was adopted by the ILO

⁶ The COVID-19 pandemic has reaffirmed the primordial role of care work and the unsustainability of its current organization; highlighting the need for comprehensive and sustained policies and care systems that propose a new vision of care and incorporate measures that recognize, guarantee and protect the right to care.



in 1999 and has been promoted through various instruments, including the organization's Action Plans for Gender Equality. Mainstreaming the gender perspective does not only mean adding women or girls to existing policies and programs, or increasing their participation; it is about taking into account the positions, needs, interests, impacts, etc. that these have on men and women, girls and boys, from the identification, design, planning and execution to the final evaluations of any norm, policy and/or action. The ultimate goal of gender equality mainstreaming is to produce a transformation towards social and institutional structures that are egalitarian and fair for all human beings.

When we refer to the regulatory framework on child labour, we are referring to the legal, juridical and policy basis related to it; including the set of laws, policies, plans on child labour, planning instruments such as programmes, norms, regulations and intervention protocols, as well as binding and non-binding international instruments that delimit the scope of public policy. They are drafted by the various branches of government –executive, legislative and judicial– at the different territorial levels (ECLAC, 2017). Regulations must adopt an active position that contributes to the achievement of equality, to the achievement of fair and equitable societies, through the incorporation

of mechanisms or measures that compensate for inequalities, prohibit discriminatory practices and prevent the generation of new inequalities (González and Alonso, 2008).

Although the principle of equality and non-discrimination is established in all the legal systems of LAC, integrating in the different regulations Art. 1 of the Universal Declaration of Human Rights –*All human beings are born free and equal in dignity and rights. They are endowed as they are with reason and conscience and should act towards one another in a spirit of brotherhood*–, we know that all individuals do not start from an equal endowment of resources, and this has an impact on the enjoyment of their rights and their full development. Thus, reality affects men, women, girls, boys and adolescents differently depending on numerous interacting criteria (class, age, ethnicity, origin, etc.), and if corrective or compensatory measures are not introduced, the result of any action will be an increase or perpetuation of these inequalities. In this sense, regulations play a key role in the advancement of individual and collective rights of citizens through the enactment of regulations, which articulate a legal framework that expressly prohibits the existence of child labour and regulates aspects such as the minimum age for admission to employment, the situation of young boys and girls

in hazardous work, the worst forms of child labour, rural child labour, child labour among indigenous peoples, child domestic work, etc.

Regulations are not gender-neutral, so it is necessary to adopt a proactive approach to remove obstacles that prevent the achievement of equality, that is, *"to intervene from measures, behaviours, actions expressly aimed at eliminating structural barriers, on the one hand, and to establish new mechanisms of action to improve the situation and position of discriminated groups, on the other, compensating and correcting inequalities"* (González, and Alonso, 2008, p.12).

Preventing and eradicating child labour requires recognizing and addressing its multicausal dimension. Thus, Target 8.7 itself is interdependent with other 35 goals of the sustainable development goals (SDGs 4, 5, 1, 10, 2, 16, 3 and 13). Therefore, incorporating gender equality is a key aspect in the fight to prevent and eradicate child labour.



Target: 8.7. Take immediate and effective measures to eradicate forced labour, end modern forms of slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including the recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

03.

Methodology



Among the steps that are necessary to make possible a change in the unequal gender relations associated with child labour, is to analyse how the production of regulations is imbued transversally with a gender perspective. The various existing child labour laws and regulations can perpetuate, ignore, act upon and transform the gender inequalities present in child labour.

In order to carry out this study, different techniques have been used to obtain, process and analyse the information, as well as different sources of information, both public and private (employers' and workers' organizations) and of primary and secondary type. In the legal field we can distinguish primary sources (mandatory) and secondary sources (persuasive). The primary sources will be the regulations –laws, decrees, organic laws, rulings, etc.–, and the secondary sources refer to the critical interpretation of the regulations –monographs, articles, etc.–.

Several databases have been used for the consultation of regulatory documents. These include the ILO's Natlex Country profiles Database, which integrates information on national labour legislation and the application of international labour standards⁷; the Digital Repository of Care Laws of the Gender Equality Observatory for Latin America and the Caribbean (ECLAC), which contains legislative information from 36 countries in the region contained in constitutional charters and other legislative instruments; the country profiles of the Regional Initiative for the Elimination of Child Labour; the SIGI (Social Institutions & Gender Index) country indicators produced by the OECD; the ILO's Social Institutions & Gender Index (SIGI); and the ILO's Gender Equality Observatory for Latin America and the Caribbean (ECLAC); the country profiles of the Regional Initiative for the Elimination of Child Labour; the SIGI (Social Institutions & Gender Index) country indicators produced by OECD; the statistical indicators and research on policy implementation of the UNESCO-IIEP Information System on Educational Trends in Latin America (SITEAL); the National Household Surveys and the specific modules on child and adolescent labour; among others.

⁷ Specifically, the following documents have been reviewed: ratifications, including ratifications of updated conventions by topic; basic country laws in NATLEX; legislative profiles resulting from the integrated approach to norms-related activities (OSH and migrant workers where available); related documents (including Decent Work Country Programmes); legal research links.

Qualitative information has also been obtained from semi-structured interviews with Regional Initiative Focal Points in the selected countries that have provided relevant information for the study and for the internal validity (triangulation through the use of multiple methods and sources) of the study results.

The sample

The selection of the sample of countries has been carried out in a coordinated way and following the criteria of the Technical Secretariat of the Regional Initiative and the information obtained from the analysis of the sources. The sample has followed the criteria of geographical representativeness, existence of legislation and regulations related to child labour, existence of commitment and political will in relation to child labour. Out of the total of



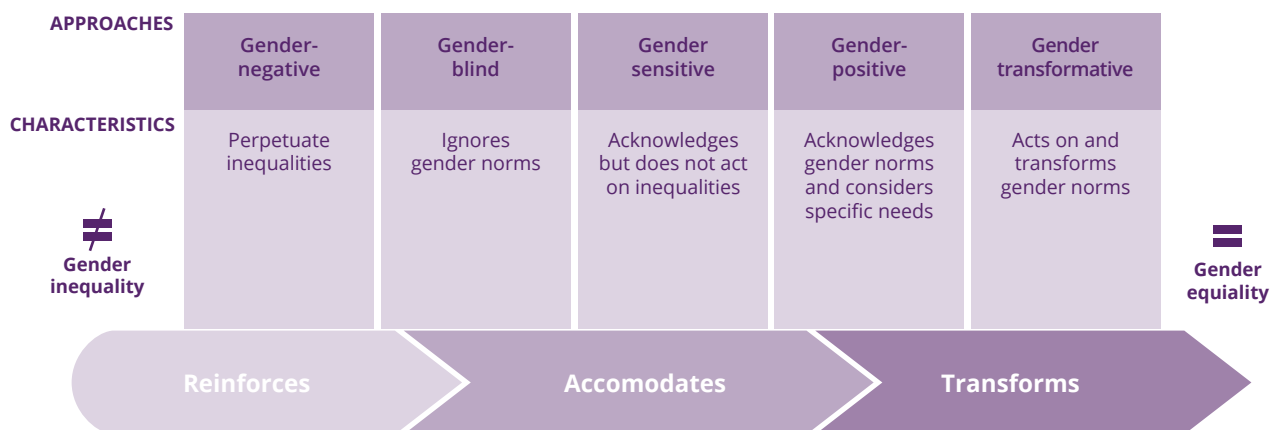
thirty countries that make up the Regional Initiative, twelve countries were selected: Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Panama, Peru, Suriname, Trinidad and Tobago, and Uruguay.

Classification approaches and proposal

The documentation has been classified according to the following degrees applicable to regulations and legislation: legislation and regulations with negative, neutral, sensitive, positive and gender-transformative impact. Based on the "*Continuum methodology in gender mainstreaming*"⁸, –which establishes a framework through which regulations, policies and actions are considered gender blind or gender aware– it can be deduced that gender-blind norms are those that do not consider gender; that is, one in which gender roles affect the achievement of the objectives of the norm. On the other hand, gender-aware norms refer to the recognition or examination of a set of culturally defined roles, duties, rights, responsibilities and accepted behaviours associated with being male and female, and the power relations between women and men, and girls and boys.

This tool serves as a diagnostic tool to determine whether legislation reinforces stereotypes, whether it takes advantage of gender inequalities, whether it contains neutral elements or whether it seeks to promote changes that contribute to the achievement of de jure and de facto equality through the direct or indirect transformation of the roles, regulations and dynamics that cause gender inequality in child labour.

⁸ This proposal is an adaptation of the tool developed by Pederson, Greaves, and Poole (2015) and the Interagency Gender Working Group (IGWG) adaptation of the Gender Mainstreaming *Continuum*.



Source: based on Pederson, Greaves, and Poole (2015)

On the basis of the previous methodology and the adaptations consulted that emanate from the methodologies of the impact reports, a progression applicable to the legislation, regulations or policies analysed will be constructed. Based on the development of objectively verifiable guiding questions, this progression has been defined according to relevance, information used, analysis and language. Examples of these would be:

- Does the proposed regulation affect the social, labour, economic and cultural position and situation of girls, boys and adolescents?
- Is the regulation harmonised with existing equality legislation?
- Are there statistical data, studies, documentation that collect information disaggregated by sex?
- Have these sex-disaggregated data been used and considered in the preparation of the legislation?
- Are there inequalities in the subject matter of the regulation, plan or programme in relation to the position, situation or participation of girls, boys and adolescents?
- Is the principle of equality explicitly mentioned in the explanatory memorandum, objectives or contents of the legislation?
- Are measures to promote equality between girls, boys and adolescents included in child labour regulations?
- Is it recognised that child labour impacts girls and boys differently?
- According to this differentiated impact and the gender inequalities that emanate from it, ¿are there proposals established that ignore reality, increase it, take it into consideration, work on it or want to transform it?
- Are the effects and outcomes of such child labour regulations disaggregated by sex quantified?
- Is it possible to forecast in quantitative and qualitative terms the effects of the regulation in a disaggregated manner?
- Is inclusive and non-discriminatory language used?

04.

Regulatory framework in Latin America and the Caribbean

Regulatory frameworks in Latin America and the Caribbean encompass a set of regulations that regulate a specific area. For the purposes of this study, specific attention will be paid to the areas related to child labour and equality and non-discrimination. The international regulations, if ratified, oblige the countries to ensure that the rights contemplated therein are guaranteed by the signatory countries and reflected in their respective national legislations.



4.1. Child labour

The International Convention on the Rights of the Child (CRC) (1989), in its article 32 establishes that

1. States parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.
2. States parties shall take legislative, administrative, social and educational measures to ensure the implementation of the present article. To this end, and taking into account the relevant provisions of other international instruments, States parties shall, in particular:
 - a. set a minimum working age or ages;
 - b. provide for appropriate regulation of working hours and conditions; and
 - c. they shall provide for appropriate penalties or other sanctions to ensure the effective implementation of this article.

This convention deals with the civil, social, political, economic and cultural rights of boys, girls and adolescents. Of the countries analysed, all have signed the CRC, although they have given it different status in their national legal systems (supra-constitutional, constitutional, supra-legal, legal). Article 4 of the CRC establishes that once the countries have ratified the Convention, they must adapt their regulatory frameworks in order to guarantee the protection and satisfaction of the rights of boys, girls and adolescents.

Specifically, the ILO, through its conventions and recommendations, addresses issues related to labour, employment, social security and related human rights. With regard to child labour, Conventions No. 138 on the minimum age for admission to employment (1973) and No. 182 on the worst forms of child labour (1999), which regulate the working conditions and activities in which boys, girls and adolescents may be allowed to participate, stand out.

- Convention No. 138 stipulates that States must include the minimum age for admission to employment into their legislation, which must never be less than the end of compulsory schooling as the minimum age for admission to employment. The minimum age may vary in the case of so-called “light work”.
- Convention No. 182 establishes a list of activities prohibited to children under the age of 18 that are contrary to their rights. These worst forms of child labour should be incorporated and sanctioned in national legislation (for example, through specific articles in penal codes).

The countries studied have also ratified both conventions, and are therefore obliged to incorporate the necessary measures for their compliance in their regulatory frameworks. In

other words, they must adopt specific legislative and policy measures to guarantee and protect the rights of boys, girls and adolescents by: i) establishing principles, objectives and priorities for national action to eradicate child labour; ii) creating or adapting specific mechanisms for the development of actions; iii) determining the State authority responsible for the protection of children and adolescents; iv) stipulating penalties for offenders, among others.

Although we can find legal frameworks on child labour in different areas –education laws, minimum age laws, labour codes, penal codes, etc.–, these will always address the minimum age of admission to employment, the situation of minors in hazardous work (national lists of hazardous work) and their appropriate care, and the worst forms of child labour; and they should address rural child labour, child labour among indigenous peoples, domestic child labour and the differentiated needs of girls and young people, and the specific situations of vulnerability they may face (school absenteeism, early marriage, early pregnancy, gender violence, care work within the family, human trafficking, commercial sexual exploitation or domestic work in third party households).

Specifically, the ILO, through its conventions and recommendations, addresses issues related to labour, employment, social security and related human rights.

In addition to the development of legal frameworks, policies and programmes must be developed that include specific measures to prevent and eradicate child labour. These policies and actions must take into account the different dimensions that are recognised in child labour, so the coherence of policies and their articulation is of vital importance.



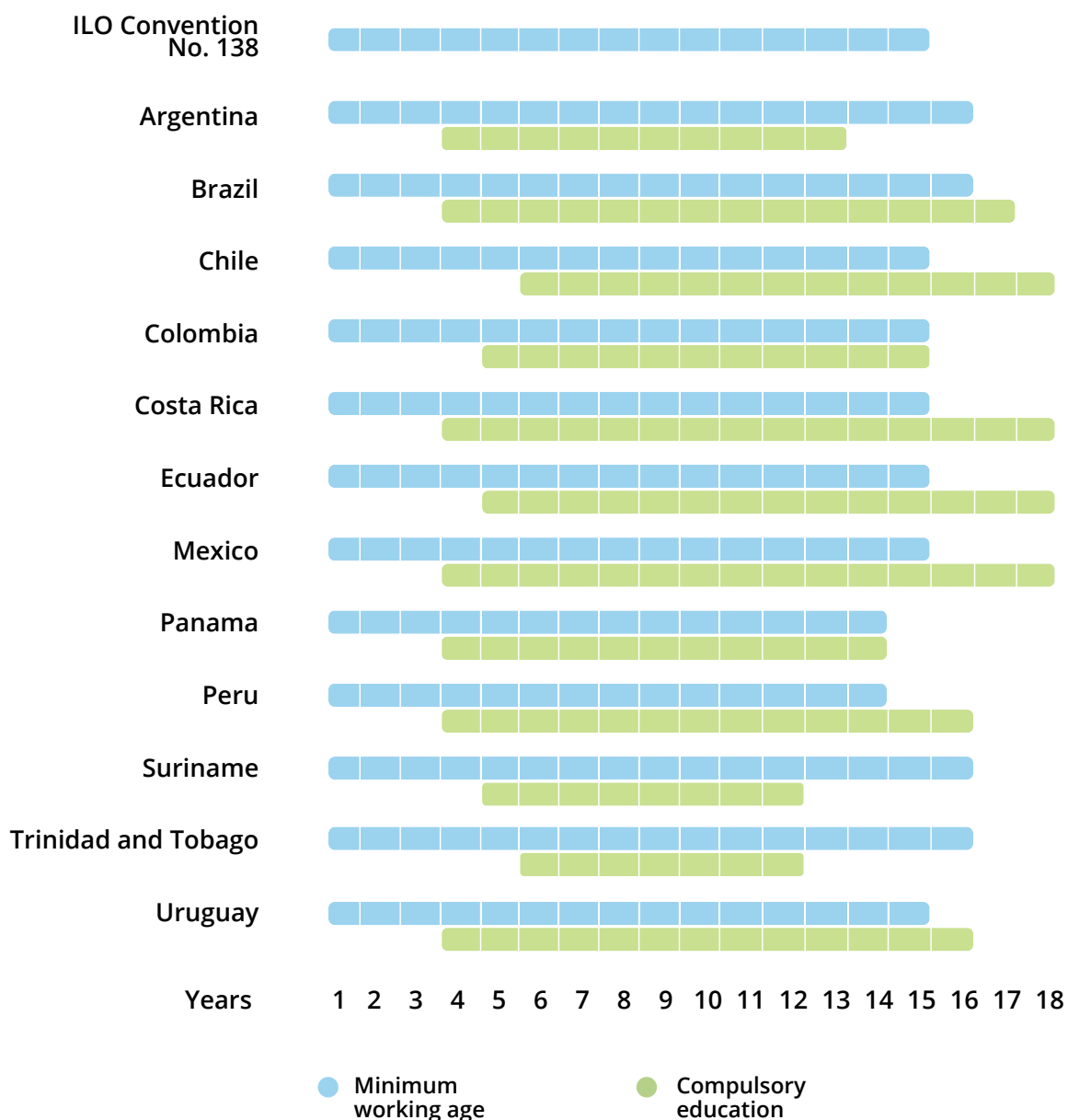
The first link in the development of these frameworks for the prevention and eradication of child labour is found in national constitutions. These incorporate specific articles on the rights and protection of girls, boys and adolescents, although they later develop specific regulations in this regard. In this sense, the laws for minors or comprehensive child protection, codes for childhood and adolescence, etc. stand out. These specific laws or codes group the precepts related to childhood and adolescence and contemplate, following the commitments acquired after the ratifications of the international conventions,

elements related to the minimum working age, the prohibition of hazardous work, the establishment of working hours for minors, social security, penalties and sanctions, lists of hazardous work, records of work activities (registers), etc. (Organización Iberoamericana de Seguridad Social, 2017, p. 38). Labour laws and codes would be another instrument in which child labour is addressed. They stipulate ages and types of activity, prohibit and specify night employment hours and type of activity, remuneration, etc.).

The definitions of child labour are included in these legal systems and vary from one country to another. Most of them refer to any paid or unpaid activity involving boys and girls under the minimum age for admission to employment that poses a risk to their health or affects their overall development. The minimum age for admission is set out in ILO Convention No. 138: *“shall not be less than the age of completion of compulsory schooling, or in any case not less than fifteen years of age”*. The Convention provides for exceptions, countries *“whose economy and educational facilities are insufficiently developed may (...) initially specify a minimum age of fourteen years”*. As can be seen, the minimum age is also related to what each country establishes as being a minor, a boy, girl or adolescent, and to what is stipulated as compulsory schooling; we find legislations where the age can fluctuate from 14 to 18 years of age. This will be important when we analyse the gender inequalities present in the regulations (see Graph 1).

Convention No. 138 also opens the possibility for countries to allow so-called light work for children between the ages of 13 and 15 (Article 7) as long as it does not harm their health or development or interfere with their school attendance.

Figure 1:
Gap between the minimum working age and the age for compulsory schooling



Source: prepared by the consultant, based on Regional Initiative - ILO

The adaptation and development of regulations in accordance with the commitments undertaken must be accompanied by other types of instruments that contribute to making them operational. Thus, in the Latin America and the Caribbean countries, a series of plans, strategies and programmes have been developed to prevent and eradicate child labour. These documents will mark the national roadmaps, the guidelines to be followed in each country. Nine out of twelve of the countries studied, have some type of instrument in force to guide actions for the prevention and eradication of child labour:

ARGENTINA

National Plan for the Prevention and Eradication of Child Labour and the Protection of Adolescent Labour (2018 - 2022)

BRAZIL

III Plano Nacional De Prevenção E Erradicação Do Trabalho Infantil E Proteção Ao Adolescente Trabalhador (2019 - 2022)

CHILE

“Growing up happy”. National strategy 2015 - 2025 for the eradication of child labour and protection of adolescent workers”.

COLOMBIA

Public Policy Line for the Prevention and Eradication of Child Labour and the Comprehensive Protection of Adolescent Workers (2017 - 2027)

COSTA RICA

National Policy for Childhood and Adolescence (2009 - 2021)

ECUADOR

Child Labour Eradication Project - PETI (2008 - 2021)

PANAMA

Operational Programming 2016 - 2019. Roadmap to make Panama a country free of child labour and its worst forms

PERU

National Strategy for the Prevention and Eradication of Child Labour (2012 - 2021)

SURINAME

National Action Plan to combat Child Labour (NAPKA) (2019 - 2024)

The design of these policies must be coherent with the rest of the policies with which we must work to prevent and eradicate child labour. For example, with an education policy that guarantees free, compulsory and high-quality education up to the minimum age for admission to employment, policies to fight poverty, decent work employment policies, social policies and the extension of protections, equality policies, to integrate gender mainstreaming in all actions and programmes, and to advance in the change of mindsets. Coherence and a gender perspective are two key elements for the successful development of effective policies against child labour. Understanding the gender differences between the girls and the boys who work is also a key element in developing effective policies because standard definitions of child labour tend to focus on economic activities and the “worst” forms of child labour to

the exclusion of household chores, which tend to involve more girls and adolescents. Current data on child labour in Latin America and the Caribbean would offer a different reality if household chores were included.

Also noteworthy, due to their translation into concrete measures, are the commitments or pledges made as a result of the IV Global Conference on the Sustained Eradication of child labour (2017), which will be reported on at the V Conference in 2022. The pledges aimed at achieving Target 8.7 of the SDGs stand out and, more specifically, the pledges related to the improvement of mechanisms for collecting information, updating data and monitoring, and coordination between agencies with competencies to achieve Target 8.7 (see Annex - Country profile Sheets IV World Conference).

4.2. Equality and the Rule of Law

The various instruments that make up the normative framework linked to the national gender equality agendas are aligned with the regional agreements and commitments of the governments in LAC. They are also aligned with international instruments on gender equality, women's rights and autonomy, such as the Convention on the Elimination of All Forms of Discrimination against Women (1979) and its optional protocol; the Convention on the Rights of the Child (1989) and its optional protocols; the United Nations Convention against Transnational Organized Crime (Palermo, 2000) and two of its protocols (the Protocol to Prevent, Suppress

and Punish Trafficking in Persons, Especially Women and Children and the Protocol against the Smuggling of Migrants by Land, Sea and Air); the ILO conventions, in particular No. 100, No. 111, No. 156, No. 169, No. 182, No. 183, No. 189 and No. 190 190; the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belém do Pará, 1994); as well as other relevant treaties, conventions and covenants, which provide an international legal framework to protect, respect and guarantee all human rights of women and girls in their diversity, as well as non-discrimination, and to achieve gender equality (ECLAC, 2017, p.8).

Coherence and a gender perspective are two key elements for the successful development of effective policies against child labour.

Moreover, it also aligns with government commitments to the Declaration and Platform for Action of the Fourth World Conference on Women (Beijing, 1995), the Programme of Action of the International Conference on Population and Development (Cairo, 1994), among others⁹. The regional gender agenda is also harmonized with other international agendas such as the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), the Addis Ababa

⁹ The Durban Declaration and Programme of Action adopted at the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance (Durban, 2001); the programme of activities for the implementation of the International Decade for People of African Descent 2015 - 2024; the International Conferences on Financing for Development (Monterrey, 2001, Doha, 2008, and Addis Ababa, 2015); the United Nations Declaration on the Rights of Indigenous Peoples (2007) and the outcome documents of the relevant review processes; Doha, 2008, and Addis Ababa, 2015) and the United Nations Declaration on the Rights of Indigenous Peoples (2007) and the outcome documents of the relevant review processes.

Action Agenda on Financing for Development, the “New York Declaration for Refugees and Migrants” (2016) and the Global Compacts on migration and refuge that emanate from it (2018).

The development of this regional gender agenda has been implemented through the Regional Conferences¹⁰ on the Integration of Women into the Economic and Social Development of Latin America and the consensus reached and approved by the States. The States have been making political commitments to eradicate discrimination against women and girls, eliminate gender inequality and to move towards guaranteeing the full exercise of women’s and girls’ autonomy and human rights. These agreements are shaping the need for a specific strategy aimed at their effective fulfilment, giving rise to the Montevideo Strategy¹¹ (2016). This strategy is, on the one hand, a regional political commitment and a roadmap to achieve the 2030 Agenda (with the inclusion of SDGs and targets from the perspective of gender equality and women’s rights). On the other hand, a political-technical instrument that contributes to the construction of comprehensive policies (ECLAC, 2017).

The potential of the instrument encompasses the entire State apparatus and, although its implementation is based on the Machineries for the Advancement of Women (MAW¹²), the measures proposed by the strategy require “the commitment and active participation of sectoral ministries, planning and budgeting entities, decentralized agencies, parliaments and the judicial branch, among other government

actors” (ECLAC, 2017, p.14). It is, therefore, an indispensable instrument for any action and, specifically, those related to the prevention and eradication of child labour, the mainstreaming of the gender perspective and the elimination of gender inequalities in the regulatory frameworks in this regard.

The strategy proposes to address what it calls structural nodes that mutually reinforce each other and are present in the different social, cultural, economic and political systems, generating inequality. These nodes are also identified in association with the causes and factors that influence the existence and persistence of child labour, for example, socioeconomic inequality and the persistence of poverty, discriminatory cultural patterns, the sexual division of labour and the social organization of care, etc. The strategy is articulated around a number of lines of action, the first of which is of great relevance to this study.



¹⁰ The first Regional Conference was held in 1977 in Havana.

¹¹ XIII Regional Conference on Women in Latin America and the Caribbean

¹² The Machineries for the Advancement of Women (MAWs) are the institutional mechanisms for directing and coordinating gender equality policies in the States of LAC. In Latin America, the MAWs were created between the 1980s and early 1990s as entities with varying degrees of institutionalization. In Latin America, 60% of the countries have high-level MAWs –which means that they have been given the institutional rank of a ministry or their head has the rank of minister, with full participation in the cabinet. In the Caribbean, 83.3% of them are still at a low level of institutionalization–; that is, they depend on a ministry or a lower-ranking authority (vice ministries, institutes, councils and other figures) (ECLAC - Observatory for Gender Equality in Latin America and the Caribbean).

MONTEVIDEO STRATEGY

MLA 1. Regulatory framework: equality and the Rule of Law

MEASUREMENTS

- 1.a Incorporate the commitments made by governments in the Regional Gender Agenda resulting from the Regional Conference on Women in Latin America and the Caribbean, the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, into national, subnational and local policies, plans and programmes for equality, women's rights and sustainable development.
- 1.b Ratify or implement human rights instruments, periodically review and amend, if necessary, laws, policies, plans, programmes and protocols to bring them in line with international standards on women's human rights, gender equality and non-discrimination, and ensure that women's rights in their diversity are respected, protected and guaranteed and prevent retrogression.
- 1.c Amend or harmonize the national legal framework by incorporating the principle of equality and the prohibition of discrimination based on sex as set out in articles 1 and 2 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- 1.d Enact comprehensive and specific laws and regulations for gender equality and women's human rights, implementing them effectively and fully, including those that guarantee the right to a life free from all forms of violence and discrimination.
- 1.e Design and implement plans for gender equality and women's rights with a non-transferable, progressive and sufficient budget and goals committed in the different sectors and levels of government.
- 1.f Incorporate gender equality and women's rights transversally in national development plans and planning instruments.
- 1.g Establish periodic mandatory evaluations of the implementation of existing gender equality plans and modify policies and programmes incorporating recommendations to overcome obstacles to implementation.

MEASUREMENTS

- 1.h Design and implement comprehensive and intersectoral intervention protocols, with a gender, human rights, intersectionality and intercultural approach, that establish quality standards to ensure non-discrimination on the basis of gender and the adaptability of programs and services, that have an allocation of non-transferable and sufficient financial resources, and that are used at the different levels of the State.
- 1.i Eliminate all legal and institutional barriers to women's effective and equal access to justice, without discrimination, guaranteeing participation, transparency, independence and timely and quality attention, with specialized personnel and comprehensive reparation of damages in case of violation of their rights in order to put an end to impunity.
- 1.j Ensure that laws, regulations and protocols incorporate mechanisms and procedures to guarantee the enforceability of women's rights.
- 1.k Adopt laws and regulations to guarantee women's equal access to political power, promoting their equal participation in all public spaces.
- 1.l Promote that the position of Latin American and Caribbean countries in international discussions on macroeconomic policies, trade, investment and financial agreements incorporate the commitments of the Regional Gender Agenda and its link with the Sustainable Development Goals and that, in particular, the position on sustainable development issues be communicated to the High-Level Political Forum on Sustainable Development through the Forum of Latin American and Caribbean Countries on Sustainable Development.
- 1.m Promote measures, policies and programmes for the full participation of boys, youth and men as strategic allies for the achievement of gender equality, the promotion and guarantee of women's rights and the elimination of all forms of discrimination and violence against women and girls.

Source: ECLAC, 2017, pp. 23-25

The present line of action of the Montevideo Strategy presents a framework for establishing coordination mechanisms between actors involved in both policies, as well as an opportunity in terms of learning, preparation and adaptation of the different present and future regulations on child labour.

The mere adaptation of national frameworks to the international and regional commitments undertaken by the member states is not enough, as political will, budgetary allocation, and comprehensiveness in the development of norms, policies and actions are necessary. The elimination of child labour will only be achieved if its approach integrates the complexity of elements that interact on its very existence and subsequent development. Gender issues are present in families, schools, legislation, society, etc., and, if they are not addressed, they perpetuate situations of inequality.

The elimination of gender inequality and all discrimination against women is defined in Article 1 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),

The term “discrimination against women” shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

and it has been incorporated as a principle into the bulk of the constitutional frameworks of the countries that make up the Regional Initiative¹³. However, despite the efforts made, it is a fact that there are still norms that are blind, neutral, or even reinforce inequality. Moreover, the persistence of discriminatory social norms, attitudes and expectations about appropriate roles for women and men, boys and girls, continue to perpetuate existing gender inequalities in the workforce and beyond. These inequalities shape the present and future opportunities and choices of boys, girls and adolescents, so identifying them in the design of any policy framework is imperative (OECD - DEV, 2017).



¹³ See Annex 1 - Table 1

05.

Gender inequalities in policy frameworks

Gender inequalities are part of today's societies and are also identified in child labour; thus, society, the family, etc. are embedded in an economic and social system that is structured on the basis of a socially constructed gender differentiation. Gender socialization will define the visions, expectations, jobs, salaries and occupations associated with boys and girls. These limitations and differentiated role assignments are the basis for gender inequality, and are present in the unequal division and distribution of spaces, jobs, salaries, etc. For example, the unequal distribution of domestic care tasks within the household is a clear manifestation of these gender norms, in which women, girls and adolescents play a disproportionately greater role that impacts their ability to pursue vocational training (attendance rates) and career opportunities; it is also an influential factor that explains their concentration in certain types of part-time or vulnerable employment (Regional Initiative - ILO, 2021, 2019; OECD - DEV, 2017; ILO - UNICEF, 2021). This inequality, attribution of spaces, segmentation, etc. can also be seen in the different impacts that child labour has on the lives and future projections of boys and girls (Guarcello et al., 2006; Gustafsson-Wright and Pyne 2002). In this sense, although an individual's income is correlated with the age at which he or she enters the labour market and the earlier a child starts working, the lower his or her income will be. In the case of girls who have had an early work experience, there is



a greater penalty for having carried out activities linked to domestic work. These activities are not considered marketable and do not have a transfer value in economic terms, since in the eyes of the market this previous experience is not considered transferable to other occupations.

When carrying out any action aimed at tackling a problem, situation or reality, it is necessary to have an in-depth knowledge of what one wants to act on, regulate, modify, influence, etc. Therefore, any type of regulation concerning child labour must be based on a good analysis. These analyses cannot be gender-blind, since the impact of gender on child labour is recognised. Furthermore, these approaches should incorporate gender mainstreaming in their design, development and evaluation, since this is a commitment made internationally, regionally and nationally by the countries that make up the Regional Initiative and

the twelve countries that make up this study. In other words, all regulations –legislation, policies or programmes– in any sphere should address the implications that such action has in a differentiated manner for boys and girls, so that they benefit equally and so that inequality is not perpetuated.

The review of specific regulations on child labour from a gender perspective in the twelve selected countries will show the presence or absence of gender mainstreaming in these regulations. To this end, we have used a methodology which has analysed the documents by country according to the same criteria. Following the continuum proposal of Pederson, Greaves, and Poole (2015), we identified the existence of different approaches and their characteristics present in the regulations. These approaches in turn mark a progression that evolves from norms that perpetuate inequalities to other norms that act and transform norms and advance gender equality.



If regulation

- Perpetuates inequalities — it is gender-negative;
- is gender-blind — it ignores gender norms present in child labor;
- is gender sensitive — it recognizes, but will not act on existing inequalities;
- is gender-positive — it recognizes the gender norms that interact in all existing elements when addressing child labour, and considers the specific needs of children and adolescents
- is gender-transformative — it acts and transforms gender relations and norms, the roles assigned to men, women, girls and boys from birth.

The regulations analyzed are mainly composed of: constitutions; laws for the comprehensive protection of the rights of girls, boys and adolescents; laws prohibiting child labor and protecting adolescent labor; decrees regulating hazardous work; childhood policies; national plans for the prevention and eradication of child labor; national laws and plans to combat trafficking and exploitation; national equality plans; labor laws; PETI strategies, plans for violence against women and girls.

Regulations with a negative gender impact are those that reinforce gender inequalities through the application of the regulation. These are norms that, in the development of their measures, use concepts, roles and gender stereotypes that reinforce inequalities. The results of these norms are not only based on the different social position of women and men, but deepen and increase these different positions. It produces results that contradict the objectives of equal opportunity policies.

All the countries that have been analysed present some regulations with a negative gender impact. This is linked to initial moments of regulatory development where the approach to child labour did not yet have the comprehensive dimension that is now recognized by all the countries. Moreover, it also coincides with moments of incipient institutionalization of the gender agenda in most of the countries analysed. When we refer to regulations that have a negative gender impact, we mean that the regulations, in the development of their measures, employ concepts, roles and gender stereotypes that reinforce inequalities; and a gender-neutral or gender-blind impact. They are normative provisions that do not incorporate the gender perspective where situations of inequality do not improve or worsen after their application. This reality, which is very common in all countries, presents a gap between the gender agenda and the child labour agenda.

Among the countries analysed, in **Argentina's** regulations, there is a clear evolution in their development, from negative and gender-blind regulations to regulations that currently incorporate a positive approach –Decree No. 123/2021, Law No. 27.501 (2019), Law No. 27.533 (2019), Law No. 27.499 (2019), Decree No. 871 (2018), Law No. 27.452 (2018)–. Although the current National Plan for the prevention and eradication of child labour and protection of adolescent labour (2018 - 2022) mentions the incorporation of the gender perspective in the guiding principles, it does not incorporate specific measures that address the differentiated impact of child labour on girls and boys, except in the communication strategy output of specific objective 1. This means that gender roles and relations are not affected by the development of the regulations. Nevertheless, a change towards a positive and gender-transformative approach can be seen in the Argentine normative evolution, as will be seen below.



Along the same lines, in spite of the positive effort made by **Mexico** in its fight against child labour, the Mexican legislation analysed fluctuates in its incorporation of the gender perspective. It is evident that some diagnoses and needs approach on gender approach are recognized in some diagnoses and intertwine in the causes and consequences of child labour in girls, boys and adolescents. The gender approach is cited as a priority but this does not have a direct translation into its mainstreaming. An example of these changes in approach can be found in the implementation of child labour modules in the biannual National Survey of Occupation and Employment (ENOE, for its acronym in Spanish) (2011 - 2017). These initial questionnaires did not incorporate questions or answers aimed at identifying inequalities¹⁴. Moreover, in the current National Child Labour Survey (ENTI), (2019), the survey integrates a gender-sensitive questionnaire and a general methodology that follows the Recommendations emanating from the 20th International Conference of Labour Statisticians (ICLS). In the last module (ENTI, 2019), there is a difference in orientation that is key to obtaining information and starting from an informed diagnosis that serves the development of ad hoc policies. For example, this information would be useful for plans or strategies to establish baselines or so that protocols (for example, the Labour Inspection Protocol on the Eradication of Child Labour and Protection of Permitted Adolescent Labour) make workspaces where there is a prevalence of gender inequality of girls and adolescents visible.

This reality, together with the limited articulation with other competent instances and norms that incorporate real equality and non-discrimination as their lines of action, makes many of the initial Mexican norms on child labour negative and, fundamentally, gender blind. However, since 2019, there has been evidence of an effort to articulate with other key policies and institutions to address child labour, as is the case of the Ministry of Social Welfare or the National Institute for Women (INMUJERES). It is important to point out that Mexico has a long history of work in the fight for equality and women's rights, and a very consolidated institutionalization process.



¹⁴ INMUJERES (2021), based on 2019 data from INEGI, establishes that in child labor, being a girl or boy is a factor that is crossed by gender roles and stereotypes, where girls mostly perform activities traditionally assigned to women. Thus there is a greater influence to reproduce them throughout life, in addition to the fact that the right to education may be limited and thus reduce the possibility of a training that allows a greater development of skills and knowledge acquisition for a future with greater well-being.

Gender-neutral/gender-blind¹⁵ refers to regulations in which gender is not relevant to the development and application of the regulation. Gender roles are not affected by the development of the norm. They are normative provisions that do not incorporate a gender perspective. Situations of inequality do not improve or worsen after its application.



These are regulations that do not contribute to the development of equal opportunities and that, although they do not worsen the situation, do not comply with the commitment to contribute to the development of equal opportunities between women and men. Therefore, this is a degree of evaluation with negative connotations. This assessment is only accepted as positive in situations where the starting positions are balanced and are equal and fair for women and men.

The latest Child Labour Eradication Project (PETI) of **Ecuador** (2018 - 2021) is also gender-neutral, which contrasts with other previous regulations that were gender-sensitive and positive (e.g., the National Plan for the Prevention and Eradication of Child Labour 2008 - 2013). The current PETI does not present data disaggregated by sex (it does by age group and origin), and builds a baseline in which child labour seems not to be affected by gender. Thus, the actions do not take into account potential and existing inequalities, and the impacts of the policy cannot be differentiated. This evidence contrasts with the subsequent regulatory development promoted by the equality and women's rights agendas (Gender, Intergenerational, Intercultural, Disability and Human Mobility agendas) and the country's development agendas, which present a scenario similar to the construction of gender-transformative policies (see country profile). However, there are signs of change with the future presentation of the Intersectoral Strategy for the Prevention and Attention to Child Labour with a Gender Approach.

Legislation on child labour in **Trinidad and Tobago** has been developed since 2006 in coordination with that on childhood and adolescence, with references and actions provided for in legislation (Act No. 3 *Miscellaneous Provisions*), policy (National Children's Policy 2020 - 2030), National Strategic Plan for Child Development (NSPCD 2012 - 2016), and with that on trafficking (Act No. 14 of 2011, Anti-Trafficking Plan). In general, although the principle of equality is recognized in the different norms, in practice the gender perspective is poorly mainstreamed. The lack of updated data also hinders the visibility of activities that are attributed to the survival of social roles and division of labour.

¹⁵ Classification made from, Government of Navarra, 2013; Instituto de la Mujer, 2007

Gender-sensitive is considered to be a regulation in which the gender approach is present in the development of the regulation. The regulation addresses gender roles and relations to the extent necessary to facilitate the correct application of the regulation. These are regulations that do not produce major changes in the initial situation, but include elements related to changes in attitudes and mentalities that facilitate the beginning of a change in favour of equal opportunities between women and men, in relation to the measures and contents of the regulation itself.

Regulations can be both gender-sensitive and gender-positive. This is explained by the fact that many of the regulations studied recognize gender inequalities, and even integrate the gender perspective as a central focus of the action, regulation, etc. However, it is very difficult to find a series of requirements that are fully integrated from the identification of the problem being addressed. Thus, we find that a single document may contain all these elements or only some of them: political will, diagnosis with disaggregated data that are taken into account when designing the regulations, actions specifically aimed at correcting the inequalities identified in the diagnosis, coherence with other international instruments and state policies within a framework of rights, etc. An example of this reality can be found in the National Strategy for the Prevention and Eradication of Child Labour and the Protection of Adolescent Workers 2015 - 2025 and in **Chile's** National Strategy against Child labour 2015-2025. Both documents attempt to use inclusive language, recognize a gender component in society that translates to the reality of girls, boys and adolescents and therefore to child labour, and propose specific measures in education (materials and rights-based approach), domestic work (detection and prevention mechanisms: development of a protocol for domestic work) or health (progress in timely, relevant and quality

access to services and care services for health, child and adolescent mental health, both at the level of promotion and prevention and treatment).

Panama has developed an abundant production of regulations (see country profile) that was accelerated since 2000 with the signing and ratification of ILO Conventions No. 138 and 182, the approval of new laws, regulations, executive decrees (Law No. 51 of the Social Security Fund, Law No. 22 for the protection of minors in relation to the exhibition and production of pornographic material, Law No. 79 on trafficking in persons and related activities); government structures and policy coordination (National Commission for the Prevention of Sexual Exploitation Crimes, CONAPREDES; Committee for the Eradication of Child Labour and the Protection of Adolescent Workers, CETIPPAT; National Women's Institute, INAMU; National Secretariat for Children, Adolescents and the Family, SENNIAF; Directorate Against Child Labour and Protection of Adolescent Workers, DIRETIPPAT); specific policies, such as those created in 2002 (Focused Public Policy on Child Labour, Sexual Exploitation and Street Children and Public Policy on Equal Opportunities for Women - PPIOM); plans (National Strategic Plan for Childhood and Adolescence, 2003 - 2006); etc. In this development, an effort in the coordination of actors and measures is evident in the Plan for the Eradication of Child Labour and the Protection of Adolescent Workers 2007 - 2011, which offers a gender-sensitive approach, as does the subsequent roadmap.

The next regulatory moment derived from the analysis is concentrated between 2015 and 2019, identifying a regulatory hiatus influenced by the COVID-19 pandemic. The Programming Roadmap for 2015 - 2019 for the prevention and eradication of child labour and the Action Plan of the Equal Opportunities for Women Policy 2016 - 2019 offered a time span that allowed a

coordination of actions and incorporation of the gender perspective in actions on child labour that is not evident in practice.



Gender-positive regulations are those in which the gender perspective is one of the fundamental elements of the regulation. These are regulations that modify gender roles and stereotypes and intervene on the causes that hinder balanced access to resources by women and men, in relation to their purpose, object and scope of application. It contains measures and pursues results that will facilitate a better impact of other regulatory provisions in the scope of application.

This duality of approach (sensitive/positive) is also present in some of **Colombia's** regulations. For example, the commitments resulting from the IV Global Conference on the Sustained Eradication of Child Labour recognize the particular needs of boys, girls and adolescents at risk or in situations of child labour (gender-sensitive). However, in

subsequent documents, a further step forward is seen. For example, in the Public Policy document for the Prevention and Eradication of Child Labour, actions will be developed that seek to influence these needs, interests and differentiated impacts of child labour on boys, girls and adolescents. Based on the data obtained from the integration of disaggregated questions, they will have a differentiated diagnosis.

child domestic work carried out outside protected adolescent labour scenarios affects boys, girls and adolescents in a differential manner, as it takes place in isolated scenarios or within the home. This variable should be taken into account by those who implement policies for the prevention and eradication of the problem, since they face particular disadvantages, which in risk contexts can translate into situations of sexual abuse and adolescent pregnancy, seriously affecting their holistic development (p.29).

on which they will propose specific actions that they will try to learn about in order to change the reality. Thus, in the general objective of the public policy line (4.1.) it pursues *"to deepen the analysis and particularization of strategies for addressing child domestic work (...)"*, and to include the gender perspective in *"strategies for the prevention and eradication of this category of child labour to clearly evidence the differences and inequalities that may exist and to propose a relevant and effective approach"* (ILO, Ministry of Labour, Colombian Institute of Family Welfare National Planning Department, 2017, p.62). But, despite including equality as a principle, integrating the gender perspective, intersectional, etc. as approaches,

the policy could have developed more specific measures in line with the differentiated impact and gender inequalities present in child labour in its different axes and lines of action.

The current context in **Peru**, despite the difficult moment in which the COVID-19 crisis places the entire region, offers a scenario of new construction in terms of regulations. The year 2021 is the closing year of a series of convergent and coordinated policies in the field of child labour (Bicentennial Plan 2011 – 2021; National Human Rights Plan 2018 - 2021; the Child Labour Strategy ENPETI 2012-2021; the Childhood Policy 2012-2021; etc.), which have incorporated child labour and gender from their various fields with different actions and have tried to impact reality and inequality. This places the bulk of the documents (due to their diagnoses, definition of objectives, guidelines, actions and specific results) to be considered as sensitive and positive to gender. However, except for documents that emanate specifically from the logic of women's rights, such as the regulations developed on care (Conceptual Framework on Care Work, Ministry of Women and Vulnerable Populations, 2021), they do not incorporate a transformative gender vision.

In recent years, **Suriname** has made progress in its efforts to eliminate child labour and its worst forms (National Action Plan to Combat Child Labour 2019, Child and Youth Labour Act). In parallel, the country has been consolidating a gender agenda that converges in the Gender Policy Document 2021 - 2035 and enables an expanded framework for action with a positive and transformative gender approach in the sectors in which actions and policies must be coordinated by recognizing the integral dimension of child labour. This reality presents a potential for adapting current and future regulations to eliminate any gender discrimination (development, statistical systems, education, health, trafficking, violence, etc.).



As we have previously pointed out, **Argentina** has incorporated a positive and transformative approach in recent years, which is evident in regulations that address some child labour-related issues, such as the National Plan against gender-based violence (2020 - 2022), the National Plan against Trafficking (2020 - 2022) and the current care map. In them, the guarantee of women's rights and gender equality pivot and structure the essence and actions to be developed. These norms show that inequalities and, specifically gender inequality, are characteristic of Latin America and the Caribbean countries, and also of Argentina; and that, to change them, it is necessary to change the model that organizes societies and governs the lives of their individuals. The regulations that seek to modify these structural inequalities and change mentalities are what we call gender-transformative regulations; and this is the direction towards which Argentina can advance in the area of child labour, by attending to future mechanisms of articulation in accordance with the normative production in the area of equality in recent years.

Gender-transformative regulations refer to those in which the gender perspective is the central axis of the regulation, whose purpose is to promote equal opportunities between women and men. These are regulations whose main purpose is to transform gender relations and social inequalities between women and men. They develop the objectives of equal opportunity policies that pursue an equitable redistribution and balanced access to resources. They are norms that support the empowerment of women, girls and adolescents, their greater social and political participation and their presence in decision-making processes.



An example of gender-transformative legislation can be found in **Costa Rica** (see Country profile). In the evolution of its legislation, policies and programs on child labour –where practically since the beginning of its approach (late 1990s)– a gender focus has been integrated as a crucial element to address the eradication of child labour and adolescents.

Also noteworthy is the articulation between policies –educational, labour, health, trafficking, sexual exploitation, equality, fight against violence, care, etc.– and actors, as well as the support of the Equality Mechanism. Costa Rica has made an effort to learn about the reality, collect data (child labour modules in the Multipurpose Household Survey, MPHS since 1998) and include gender analysis in its identifications, as, for example, in the II National Action Plan for the Prevention and Eradication of Child Labour, and for the Special Protection of Adolescent Workers Costa Rica, 2005 - 2010, which presents findings regarding the particularities of Child and Adolescent Domestic Work (TIAD), and shows gender discrimination in terms of occupations, wages and working hours to the detriment of girls and adolescents. In this Plan a work line of action is established (Third line of action - Right to equity, equality, non-discrimination and application of the general principles of human rights) that integrates policies such as:

The National Women's Institute will collaborate with these institutions so that the gender equity and equality perspective is incorporated in all their activities. The Ministry of Public Security will adopt pertinent measures to guarantee the rights of girls, boys and adolescents of migrant worker families; the National Child Welfare Agency will ensure that all provisions it issues take into account the particularities of children and adolescents, based on the stages of their life cycle, gender, special abilities and membership in ethnic groups (National Steering Committee of Costa Rica, 2005, p.73).

The National Policy for Childhood and Adolescence (PNNA) 2009-2021, under a comprehensive protection paradigm, includes –along with other approaches and principles– the gender approach and the principles of equality, non-discrimination and positive action, which will promote the equalization of the conditions of boys, girls and adolescents and the identification of their specific needs, among others. The plan effectively mainstreamed the gender approach and incorporates specific measures in each line of action: Democratic institutionalidad; Person, family and community; Comprehensive health; Education; Culture, play, recreation; Special protection.

Uruguay has made a clear commitment to gender institutionalidad, which is evident in its regulatory development. In this sense, the regulations analysed stand out for their transformative dimension. In addition, the coherence of policies and actions favours the fight against child labour. In this sense, the achievement of the policy guidelines and measures contained in the National Strategy for Gender Equality 2030, will have an impact on the factors associated with the existence of child labour (e.g., Sustainable development with substantive gender equality that guarantees the full exercise of human rights; Principle of gender equality, Guiding principle of all public policies; Sufficient and public knowledge about gender inequalities; The National Public Education System and its leading role in the change towards an egalitarian culture; The egalitarian culture and the recognition of the predominant diversity in the cultural patterns of citizenship; Installed equality in the daily lives of women and men incorporating the effective exercise of the right to care and be cared for, etc.). In addition, the various tools proposed, such as the Gender Equality Model (MCEG) to reduce gender gaps in the workplace, or gender-sensitive budgets, are applicable to other policies and

convey a transformative model that challenges gender inequalities and that emphasizes changing or eliminating gender roles and patterns that maintain inequality or that limit the exercise of the human rights of women, girls and adolescents. The same is true of the approaches and guidelines contained in the latest Plan against Commercial Sexual Exploitation of boys, girls and Adolescents, ESCNNA.

Although there is no updated child labour data for the country (ENTI, 2011), it is noteworthy that, since 2006, the measurements contemplate economic and non-economic productive activities, which makes it possible to count and make visible work that is normally invisible due to its lack of remuneration (childcare, laundry work, sweeping and washing floors, cooking for other family members, etc.). This conceptualization is in line with the development of other subsequent policies, such as the care policy.



In the case of the **Brazilian** regulations analysed on child labour and gender equality, different time periods were detected in their development and, in general, a limited coordination. Progress and setbacks were also identified in the institutionalization of gender as a public policy and as a cross-cutting element that permeates all State policies. In the case of Brazil, we find all the approaches present in its regulations, recognizing negative, blind, sensitive, positive and transformative regulations such as the II National Plan for Women's Policies (see Country profile).

This Plan offers a key potential to facilitate the integration of the gender and intersectional perspective in the bulk of actions at different levels of intervention, as well as incorporating measures that are key in the fight against child labour, taking into account gender inequalities. Some examples are: actions related to the expansion of quotas in nurseries and pre-schools in order

to increase women's economic autonomy and create conditions that allow them to access the formal labour market, or actions in early childhood education to work on gender and race/ethnicity stereotypes that promote inclusive and non-sexist education that helps to change roles assigned to boys and girls and linked, as we have seen, to their development, opportunities and performance.

The countries analysed have regulations that fluctuate –normally associated with a temporal evolution that is accompanied by an evolution in agendas– from negative to transformative approaches. Having found that there are a large number of regulations that are gender-neutral, gender-sensitive or gender-positive, it seems necessary to make greater efforts to identify inequalities and to make use of other existing mechanisms that can provide specialized assistance at the national and regional levels.

06.

Conclusions and recommendations

Any regulation has the capacity to guide and oblige legislators, politicians or technical staff to be governed by the principles on which it is based, thus orienting them towards the achievement of certain specific results. In this sense, the inclusion, from its conception, of the principle of equality and non-discrimination in the regulations on child labour and adolescents, and the development of related elements, are fundamental for progress towards equality. This positive effect will be translated into the prohibition of discrimination, in the inclusion of positive action measures in the face of inequalities, and in elements of measurement or evaluation that will allow us to demonstrate these transforming changes.



Addressing and acting on gender norms and discriminations that increase the risks of child labour will also be a key element in the fight against existing inequalities. The regulations developed over the last few decades in Latin America and the Caribbean offer the necessary frameworks for developing actions in this regard through the different agendas that converge in addressing the realities that are linked to the existence of child labour (Strategy against child labour, Montevideo Strategy, equality and non-discrimination plans, children's plans, education plans, plans on violence against women and girls, plans on human mobility, plans on human trafficking, plans for comprehensive care for indigenous peoples, etc.). However, it can be seen in most of the child labour regulations studied that the gender perspective has not been integrated in their development.



Harmonization and coordination between gender equality strategies and child labour strategies is recommended.

Gender differences learned during the socialization process can result in different opportunities and treatment for girls, boys and adolescents. Gender differences influence the lives of girls, boys and adolescents and translate into unequal opportunities in the world of labour, in the family division of tasks according to constructed roles, in the public and private spaces socially imposed for each sex, in access to resources, in the types of employment, in salary differences, in recognition, etc. These are the so-called gender inequalities or gender discrimination which, as we have seen, are also present in child labour. If these inequalities are not taken into account in any action, they will remain invisible and can be perpetuated or reinforced. Therefore, the inclusion of a gender perspective in the set of regulations that address child labour is key to ensure that these inequalities are not reinforced, but rather that they are transformed. In addition, these inequalities interact and intersect with other types of discrimination present in LAC, such as those based on ethnicity, origin, sexual orientation, class, age, etc.

- The development of Time Use Surveys (TUS) and the inclusion of time use modules in household surveys provide information on the domestic chores performed by boys and girls. This information is key to making paid and unpaid work visible, as well as work that is becoming invisible. It is recommended that there be greater coordination with the Child Labour Surveys (ENTI).
- The economic activities of boys and girls differ by country and sector. These variations, which are attributed to a traditional division of labour, can guide policies to include measurement and analysis tools at national and local levels and help prevent inequalities.



- For the development of policies to prevent child labour, it is recommended that the practical needs and strategic interests of boys and girls be identified, since the determinants of child labour are also affected by gender. Furthermore, it is necessary to address the different discriminations that intersect with gender to ensure that the policies and actions derived from them ensure equal access to rights and opportunities.

The study of specific regulations on child labour in the twelve selected countries has revealed the existing limitations in the incorporation of the gender approach in the reviewed regulations on child labour. This contrasts with the evolution of regulatory frameworks and institutionalization processes on equality and women's rights. The existence of these gender agendas in the countries is promoted by the Mechanisms for Gender Equality which, among other functions, support the mainstreaming of gender in the regulations, policies, programs and actions of the State. Therefore, greater coordination, articulation and development of actions between both spheres would be desirable.

- A recommendation is given to review the coherence of policies and the establishment of articulation channels with the existing Gender Equality Mechanisms, as well as the provision by them of specialized technical assistance in gender mainstreaming, to address present or future inequalities that may exist in the regulations on child labour and adolescents.
- It is recommended to establish budget tracers for the equity of girls and adolescents affected by child labour that guarantee the allocation and use of resources aimed at correcting gender inequalities. Budget tracers are management tools that help identify which of the objectives, products or activities on prevention and eradication of child labour are aimed at closing gaps and guaranteeing rights.



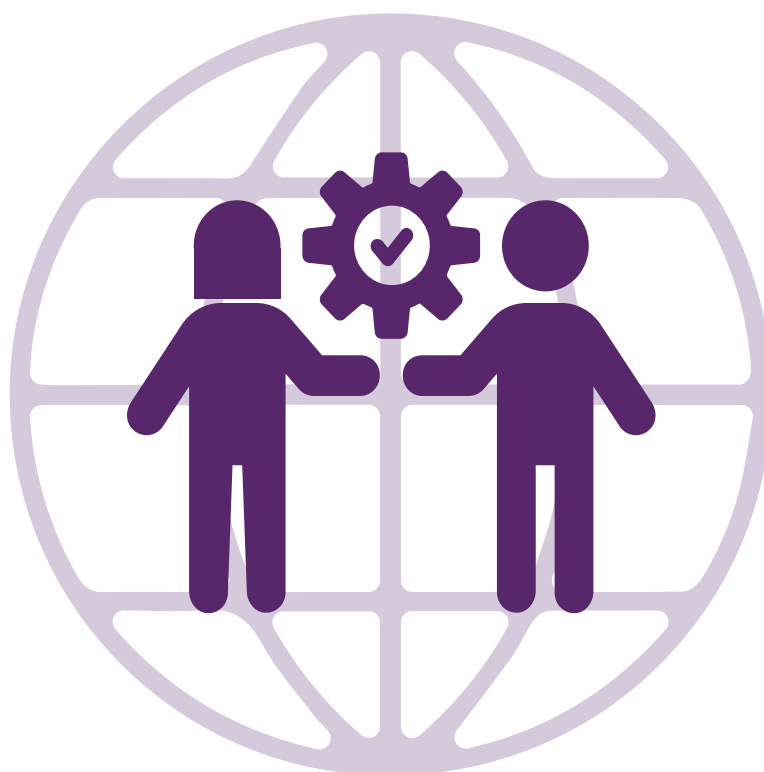
As has been described, the different starting positions and realities of boys and girls mark differentiated benefits derived from the actions of public policies and norms. In other words, equal treatment does not imply *per se* the same impact on the lives of girls and boys.

- In order to identify and assess the different outcomes that regulatory provisions or public policies may produce on boys and girls separately, the development of gender impact reports is recommended. These reports, for example, would be documents that could accompany a draft bill, proposed regulation, draft plan, etc. on child labour, and which are prepared before the approval of the regulatory proposal, providing information on the outcomes and effects that such regulatory provisions would have on girls and boys in a differentiated manner, and on the assessment of these outcomes in relation to equality between girls and boys. This type of report makes it possible to verify whether the planning of measures addresses and takes into account the differentiated impact of child labour on girls, boys and adolescents and, if not, allows for a modification of the regulations.
- A recommendation is also given that compensatory or affirmative action measures be put in place, for example, household welfare measures that can influence the work composition of girls and adolescents, illness-sensitive measures for household members to reduce the allocation of time to supervision and care tasks and school absenteeism, or measures of access to low-cost childcare services to reduce the household chores of girls and adolescents and have a positive impact on schooling.

- Education has a preponderant role in modifying stereotypes and social norms that produce discrimination, in changing mentalities and in forging egalitarian societies. It is recommended to invest in educational systems with school curricula free of discrimination.

Finally, it should be noted that human mobility in the current context, associated with flagrant situations of vulnerability and inequity, favours the existence of human trafficking and smuggling. The existence of specific regulations to address human trafficking and smuggling provides frameworks for coordination between these and child labour.

- It is recommended to establish coordinated measures in the different policies, strategies and plans (child labour, trafficking, sexual exploitation, violence, childhood) to eliminate human trafficking, in particular trafficking and exploitation of girls and adolescents.





ARGENTINA

- Based on the precedent of Article 1 of Law No. 27499, Law Micaela –“It is established the mandatory training on gender issues and violence against women for all persons working in public service at all levels and hierarchies in the Executive, Legislative and Judicial branches of the Nation”– it is recommended that, in coordination with the competent bodies, such as the National Women’s Institute, and to be made effective in relation to child labour.
- It is also recommended that the mechanisms for coordination between bodies and regulations be improved and that progress continue to be made in the coordination of specific proposals with the Directorate of Gender and Diversity.



BRAZIL

- It is recommended that permanent Working Groups (WG) be developed to address, reflect on and propose reforms or updates to legislation, public policies, data and statistics on child labour, mainstreaming the gender perspective from their creation in order to prevent and eliminate present and future discrimination in child labour actions.
- It is recommended that programmes be designed to address the cultural naturalization of child labour, especially domestic work (predominantly female), and the traditional use of child labour in different sectors of the labour market.



CHILE

- In line with the National strategy for the eradication of child labour and the Protection of Working Adolescents and the National Policy on Childhood and Adolescence, it is recommended that the gender perspective be mainstreamed throughout the document, beyond considering gender as a strategic approach. This would entail a commitment to social change that would have an impact on the transformation of gender relations and social inequalities between women and men, and boys and girls, in coherence and coordination with the Ministry of Women’s Affairs and Gender Equity. It is also recommended that specific questions on child labour that are disaggregated and address the gender inequalities present in child labour be included in the future National Survey on Children and Adolescents Activities (EANNA) and in the National Socio-economic Characterization Survey (CASEN).



COLOMBIA

- In Colombia, there is a normative framework related to a correct mainstreaming of the principle of equality and the gender perspective in all child labour regulations. Thus, it would be recommended that the Presidential Council for Women's Equity (CEPM), in its role of guiding State policies and establishing alliances, create the necessary mechanisms to permeate the child labour policy; and the Gender Observatory, at the request of the Ministry of Labour, provide technical assistance in the gender mainstreaming processes undertaken by the institutions/organisations and show how these improve interventions in the field of development and contribute to progress in achieving gender equity from a rights-based approach.
- It is also recommended to review 1) the Transversal Pact XIV - Pact for Equity for Women of the current National Development Plan (PND) 2018 - 2022 that classifies in eight strategic lines the necessary actions to implement the Transversal Policy of Equity for Women, and 2) the Law No. 1955 of 2019 of the PND 2018 - 2022, which in its article 221 defines the Budgetary Tracer of Equity for Women, to analyse the feasibility of the tool to identify and characterize the resources allocated by state entities with child labour competencies to close gender gaps and promote and guarantee equal rights between men and women.



COSTA RICA

- It highlights the coherence between policies, the existence of consolidated articulation and mainstreaming mechanisms. The continuity and sustainability of the consolidated approaches is encouraged and the inclusion of gender indicators and disaggregated quantitative indicators in the future national policy is recommended. It is also recommended that in the Large Integrated Household Survey, in the child labour Module (GEIH - MTI), in Section J, where the Activity Condition (J19) appears, which lists situations to which one may have been exposed to (dust, smoke, fire, gas, extreme heat or cold, pesticides, solid waste, etc.), include if you have been exposed to any type of violence towards you.



ECUADOR

- In accordance with Article 70 of the Constitution, it is recommended to request specialized technical advice from the Gender Equality Mechanism (National Council for Gender Equality) to incorporate in the next Strategy, specific methodology and instruments to place the central responsibility for gender issues in the child labour approach. In addition, it is recommended to carry out a gender diagnosis and analysis that presents updated and sex-disaggregated data on which solid baselines can be built.
- It is also recommended to harmonize the future Strategy with other existing and innovative regulations (e.g., the National Plan for the Prevention of Violence against Childhood and Adolescence and the Promotion of Positive Parenting, the Human Mobility Plan, the Anti-Trafficking Plan), and with the approaches they incorporate (e.g., the gender, intergenerational, and peoples and nationalities approach), which could also provide relevant actions in the face of the increase in family and domestic violence during the COVID-19 pandemic.



MEXICO

- It is recommended that the Inter-Ministerial Commission for the Prevention and Eradication of Child Labour and the Protection of Adolescent Workers of Legal Working Age (CITI), as the entity with competencies in the development of policies, programmes and actions on child labour and in the analysis and proposals for improvement in the compliance with applicable regulations, should advance in the development of a national strategy, relying on other existing State mechanisms that can provide essential support in the elimination of gender inequalities. Such a strategy must be aligned with the international and regional principles and regulations adopted by Mexico, not only in the area of child labour. It must also be aligned with other existing federal instruments (e.g. equality law, trafficking law, violence law, child and adolescent labour inspection protocol), and other policies that address the comprehensive dimension of child labour (e.g. equality and women's rights, indigenous peoples, violence against women, girls and adolescents, decent work, education, health, etc.).
- It is also recommended that the CITI, in keeping with its objective of "Analysing the advisability of directing resources towards actions to reduce the risk factors that generate child labour", coordinate a pilot action with the National Institute for Women, INMUJERES, on public budgets with a gender perspective, since these contribute to: accountability, to disaggregate budget information by sex, to recognize inequalities between women and men (and between different groups of women), and to facilitate gender mainstreaming in public policies, by influencing key decisions in the design, implementation and evaluation of budgetary programmes.



PANAMA

- It is recommended that economic resources be allocated for the development of the Child Labour Survey 2021 in order to be able to design the next road map in accordance with the reality of child labour in the current context. Also, a greater institutional coordination between the National Women's Institute (INAMU) and the Committee for the Eradication of Child Labour and the Protection of Adolescent Workers (CETIPPAT) is recommended, which, for example, will contribute to the development of pilot practices with the National Gender Training System (SNCG) to strengthen the capacity of government and non-governmental organizations that carry out child labour-related activities, through trainings and awareness-raising around gender. It is encouraged to continue the joint work developed between the Directorate against Child Labour and Protection of Adolescent Workers, DIRETIPPAT, and the Office of Gender and Equal Opportunities of the Ministry of Labour and Labour Development; and to develop more research that provides data and evidence on child labour and gender.



PERU

- With a view to the development of the next National Strategy for the Prevention and Eradication of Child Labour (ENPETI), it is recommended that greater efforts be made to coordinate with other plans to be developed, such as the Childhood Plan, where situations related to girls' and adolescent labour, such as aspects related to the sexual division of labour and care work, gender-based violence, etc., are addressed more precisely. It is also recommended to develop actions of the future ENPETI in coordination with the mechanism created by Supreme Decree No. 005-2017-MIMP, which provides for the creation of a mechanism for gender equality in the entities of the National and Regional Governments. It is also recommended that some form of effective coordination be established with the National Policy on Decent Employment 2021, which defines as priority objective 5 "*To increase equality in the employment of the potential workforce*" –accompanied by four guidelines and their respective indicators–, and with the policy on care of the Ministry of Women and Vulnerable Populations.



SURINAME

- It is recommended to align with the gender policy and its priorities as they have a comprehensive reach on the child labour dimension: Labour, income and poverty reduction; Education, parenting and training; Health; Control and decision making; Gender-based violence; laws and regulations; with special emphasis on the latter because, in line with Suriname's priorities, gender inequality and discrimination must be prevented in all legislative changes and new laws. It is recommended to review the wording of future regulations or adapt those that are discriminatory in line with international obligations and to prevent gender discrimination according to the Gender Policy 2021 - 2034.
- It is also recommended that the knowledge management system be improved, making progress visible, in order to facilitate access to statistics, profiles and regulations in the field of equality and child labour.



TRINIDAD AND TOBAGO

- It is recommended that the Division of Gender Affairs, based on the objectives of the national policy on gender and development and following the guidelines of the National Strategy 2030, support the National Steering Committee for the Prevention and Eradication of Child Labour and the Labour Inspection Unit in mainstreaming the gender perspective in the design and development of the Child Labour Policy and its future Protocol.
- It is also recommended to support the Central Bureau of Statistics in the proper mainstreaming of potential data sources (population censuses, labour force surveys, Multiple Indicator Cluster Surveys - MICS) and in the development of data collection tools and templates.



URUGUAY

- It is recommended that a new National Survey on Child Labour (ENTI) be carried out, which will provide updated data that will serve to develop baselines for future actions of the Institute for Children and Adolescents (INAU) and the Ministry of Labour and Social Security (MTSS). It is also recommended that there be greater coordination between the different institutions and other regulations that have an impact on child labour –Equality Strategy and II National Plan for the Eradication of Sexual Exploitation of Girls, Boys and Adolescents (2016 - 2021), ESCNA– that contribute to changing mentalities and social change.
- It is also recommended that assistance for proper mainstreaming be requested from the corresponding specialized gender units in each institution. They should *“promote the application of the rights and principles that promote equality and the gender perspective in the substantive areas of competence of each agency”*.

07.

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Annexes

ANNEX 1

Table 1:

Date of ratifications of ILO Conventions No. 138 and No. 182, CEDAW and Art. Constitution concerning the principle of equality and non-discrimination and child labour

Country	Convention No. 138 Minimum age	Convention No. 182 Worst Forms of Child Labour	Constitution	CEDAW Protocol	Labour Law/Code
ARGENTINA	1996	2001	<p>Art. 16. The Argentine Nation does not admit prerogatives of blood or birth: there are no personal privileges or titles of nobility in it. All its inhabitants are equal before the law, and admissible to employment without any other condition than suitability. Equality is the basis of taxation and public charges.</p> <p>Art. 75. Since 1994 the CRC is part of the National Constitution.</p>	1980/1985 Protocol: 2000/2007	<ul style="list-style-type: none"> TITLE VIII. Prohibition of child labour and protection of adolescent labour
BRAZIL	2001	2000	<p>Art. 3. IV. To promote the good of all, without prejudice to origin, race, sex, colour, age or any other form of discrimination.</p> <p>Art. 5. All persons are equal before the Law, without distinction of any kind, which guarantees to Brazilians and foreigners residing in the country the inviolability of the right to life, liberty, equality, security and property, in the following terms: I - Men and women are equal in rights and obligations, under this Constitution.</p> <p>Art. 7. XXXIII. Prohibition of night, hazardous or unhealthy work for minors under eighteen years of age and of any work for minors under sixteen years of age, except as apprentices, from the age of fourteen years (Wording given by Constitutional Amendment No. 20, of 1998).</p>	1981/1984 Protocol: 2001/2002	<ul style="list-style-type: none"> Law No. 8.069. (1990) Chapter V: Do Direito à Profissionalização e à Proteção no Trabalho Consolidação das Leis do Trabalho (CLT), Título III, Cap. IV: DA PROTEÇÃO DO TRABALHO DO MENOR
CHILE	1999	2000	<p>Art. 1. Persons are born free and equal in dignity and rights.</p> <p>Art. 19. The Constitution ensures to all persons:</p> <p>2°. Equality before the law. In Chile there are no privileged persons or groups. In Chile there are no slaves and whoever steps on its territory is free. Men and women are equal before the law.</p> <p>Art. 19. Prohibits any discrimination in hiring, notwithstanding that the law may require age limits.</p>	1980/1989 Protocol: 1999/2020	<ul style="list-style-type: none"> Establishes the consolidated, coordinated and systematized text of the Labour Code

Country	Convention No. 138 Minimum age	Convention No. 182 Worst Forms of Child Labour	Constitution	CEDAW Protocol	Labour Law/Code
COLOMBIA	2001	2005	<p>Art. 13. All persons are born free and equal before the law, shall receive equal protection and treatment from the authorities and shall enjoy the same rights, freedoms and opportunities without any discrimination for reasons of sex, race, national or family origin, language, religion, political or philosophical opinion.</p> <p>Art. 44. Girls, boys and adolescents shall be protected from all forms of labour or economic exploitation and from hazardous work.</p>	1980/1982 Protocol: 1999/2007	<ul style="list-style-type: none"> Substantive Labor Code. Chapter II. Capacity to contract (Successive reforms)
COSTA RICA	1976	2001	<p>Art. 33. All men are equal before the law and no discrimination contrary to human dignity may be made.</p> <p>Art. 71. The laws shall provide special protection for minors in their work.</p>	1980/1986 Protocol: 1999/2001	<ul style="list-style-type: none"> CHAPTER "SEVENTH". On the work of women and minors
ECUADOR	2000	2000	<p>Art. 17. The State shall guarantee to all its inhabitants, without any discrimination whatsoever, the free and effective exercise and enjoyment of the human rights established in this Constitution and in the declarations, covenants, conventions and other international instruments in force. It shall adopt, through permanent and periodic plans and programs, measures for the effective enjoyment of these rights.</p> <p>Art. 46. Establishes the minimum age for admission to employment and the exceptional nature of the work of adolescents, which may not be carried out in situations that are hazardous to their health or personal development.</p>	1980/1981 Protocol: 1999/2002	<ul style="list-style-type: none"> CHAPTER VII. On the work of women and minors. It speaks of accidents or illnesses of minors attributed to the employer.
MEXICO	2015	2000	<p>Art. 1. Any discrimination based on ethnic or national origin, gender, age, disability, social status, health conditions, religion, opinions, sexual preferences, marital status or any other that violates human dignity and is intended to nullify or impair the rights and freedoms of individuals is prohibited.</p> <p>Art. 123. Establishes minimum ages for admission to employment and prohibits work by minors under certain conditions.</p>	1980/1981 Protocol: 1999/2002	<ul style="list-style-type: none"> TITLE FIFTH BIS. Work of Minors
PANAMA	2000	2000	<p>Art. 19. There shall be no privileges or discrimination based on race, birth, disability, social class, sex, religion or political beliefs.</p> <p>Art. 70. Of the Constitution, establishes minimum ages for admission to employment and prohibits work by minors under certain conditions.</p>	1980/1981 Protocol: 2000/2001	<ul style="list-style-type: none"> Chapter II. Work of women and minors

Country	Convention No. 138 Minimum age	Convention No. 182 Worst Forms of Child Labour	Constitution	CEDAW Protocol	Labour Law/Code
PERU	2002	2002	<p>Art. 2. Fundamental rights of the person. Everyone has the right: 2. To equality before the law. No one shall be discriminated against because of origin, race, sex, language, religion, opinion, economic or any other kind of condition.</p> <p>Art. 2, paragraphs 2, 15 and 24.b. Establishes that everyone has the right to equality before the law, to work freely subject to the law, and to personal liberty and security, and that slavery, servitude and human trafficking in any form are prohibited.</p> <p>Art. 4. The community and the State shall especially protect children and adolescents.</p> <p>Art. 23. Work, in its various forms, is the object of priority attention by the State, which protects especially working mothers, minors and handicapped persons.</p>	1981/1982 Protocol: 2000/2001	<ul style="list-style-type: none"> • Law No. 27337.- Approves the New Code for Children and Adolescents: Art. 22; CHAPTER IV REGIME FOR WORKING ADOLESCENTS: Art. 51. • Supreme Decree No. 018-2020
SURINAME	2018	2006	<p>Art. 8.2. No one shall be discriminated against on the grounds of birth, sex, race, language, religious origin, education, political beliefs, economic position or any other status.</p>	1993 Protocol: Not signed or ratified	<ul style="list-style-type: none"> • Labour Act of 1963, as amended by Decree No. E-41 of 12 September 1983. SECTION SIX Prohibition of child labour. Art. 17 et seq.
TRINIDAD AND TOBAGO	2004	2003	<p>Art. 4. It is hereby recognized and declared that the following human rights and fundamental freedoms have existed and shall continue to exist in Trinidad and Tobago without discrimination as to race, origin, colour, religion or sex:</p> <p>a. the right of the individual to life, liberty, personal security and the enjoyment of property and the right not to be deprived thereof, except by due process of law;</p> <p>b. the individual's right to equality before the law and the protection of the law;</p> <p>c. the right of the individual to respect for his private and family life;</p> <p>d. the right of the individual to equal treatment by any public authority in the exercise of any function</p>	1985/1990 Protocol: Not signed or ratified	<ul style="list-style-type: none"> • Children Act: Cap. 46:03; Miscellaneous Provisions Act, 2000 (No. 66of 2000) • Miscellaneous Provisions (Minimum Age for Admission to Employment) Act, 2007 (No. 3 of 2007)
URUGUAY	1977	2001	<p>Art. 8. All persons are equal before the law, and no distinction is recognized between them except that of talents or virtues.</p> <p>Art. 41. The care and education of children so that they may reach their full physical, intellectual and social capacity is a duty and a right of the parents. Those who have numerous offspring in their care have the right to compensatory aid whenever they need it. The law shall provide for the necessary measures to ensure that children and young people are protected against physical, intellectual or moral neglect by their parents or guardians, as well as against exploitation and abuse.</p> <p>Art. 54. The work of women and children under eighteen years of age shall be specially regulated and limited.</p>	1981 Protocol: 2000/2001	<ul style="list-style-type: none"> • Code of Childhood and Adolescence, Law No. 17.823 of 7 Sept. 2004 • Law No. 17,823 of 7 September 2004 (sets the minimum age)

ANNEX 2

COUNTRY PROFILES

1. Argentina Country profile
2. Brazil Country profile
3. Chile Country profile
4. Colombia Country profile
5. Costa Rica Country profile
6. Ecuador Country profile
7. Mexico Country profile
8. Panama Country profile
9. Peru Country profile
10. Suriname Country profile
11. Trinidad and Tobago Country profile
12. Uruguay Country profile

ARGENTINA



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Argentina has ratified the ILO core conventions on child labour, and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Argentina. According to data from the EANNA 2017, 715,484 boys and girls between 5 and 15 years old, work. Public policies that have explicitly included a gender perspective are harmonized with international instruments –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of



Public policies that have explicitly included a gender perspective are harmonized with international instruments.


Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy-, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women’s movement playing a key role in promoting normative and political changes.



Argentina has ratified the ILO core conventions on child labour.

Country profile ¹	
<p>Constitution</p> 	<p>Recognition of children’s rights with the ratification of the International Convention on the Rights of the Child in 1990 and its incorporation into the National Constitution in 1994 (Art. 75, para. 22)</p> <p>The National Constitution, in chapter four, Art. 75, para. 22, establishes that human rights treaties have constitutional hierarchy</p> <p>Art. 16 of the Constitution of Argentina establishes that all citizens are equal before the law: <i>“The Argentine Nation does not admit prerogatives of blood or birth; there are no personal privileges or titles of nobility. All its inhabitants are equal before the law, and admissible to employment without any condition other than suitability. Equality is the basis of taxation and public charges”</i></p>
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), ratified in 1990 (Law No. 23.849)</p> <p>ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 1996 (Law No. 24.650)</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2000 (Law No. 25,255)</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1985 (Law No. 23.719)</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1996 (Law No. 24,632)</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2002 (Law No. 25,632)</p> <p>ILO Convention No. 190 on Violence and Harassment (2019) (Law No. 27580). Ratified on 23 February 2021, it will enter into force for Argentina on 23 February 2022</p>

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; National Plans, the Gender Equality Observatory of Latin America and the Caribbean of ECLAC; EANNA and INDEC; Ministry of Labour, Employment and Social Security; State Plans and different normative instruments.

Country profile	
<p>Highest government authorities related to gender</p> 	<p>Ministry of Women, Gender and Diversity (2019)</p>
<p>Specific regulations on types of gender-based violence</p> 	<ul style="list-style-type: none"> • National Plan against gender-based violence (2020 - 2022) • National Anti-Trafficking Plan (2020 - 2022) • Decree No. 123/2021 for the prevention of and approach to femicides, transvesticides and trans-femicides • Law No. 27.501 which incorporates street harassment as a form of violence against women • Law No. 27.499 (Micaela Law) (2019) • Law No. 26.842. Amends Law No. 26.364 (2008) on the Prevention and Punishment of Trafficking in Persons and Assistance to its Victims (2016) • Law No. 26.485 of Integral Protection of Women (2009) amended by Law No. 27.533, which adds to the definition of violence against women, that which affects political participation (Art. 2)
<p>Minimum age to work</p> 	<p>16 years old. Law No. 26.390/2008. Prohibition of Child Labour and Protection of Adolescent Labour. Art. No. 2</p>
<p>Maximum number of hours of light work</p> 	<p>Ages 14 - 16: no more than 3 hours per day and 15 hours per week, working with a parent or guardian</p>
<p>Compulsory education</p> 	<p>4 - 13 years old</p>

List of main milestones

2021	Federal Care Map	Interactive website that allows to locate the supply of spaces and care services for early childhood, senior citizens and people with disabilities throughout the country, developed by the Ministry of Women, Gender and Diversity. In line with the construction of the Comprehensive Care System.
2021	Resolution No. 391/2021, pursuant to the provisions of the National Plan to Combat Trafficking and Exploitation of Persons 2020 - 2022 (ordered by the Minister of Labour, Employment and Social Security)	<i>"National Programme for the Reparation of Rights and Strengthening of Labour Skills for those affected by the crimes of trafficking and exploitation of persons"</i> . It is aimed at reducing the labour vulnerability that affects the victims of these crimes.
2020	Law No. 27,611 on comprehensive health care during pregnancy and early childhood	Its purpose is to strengthen integrated care for the health and lives of women and other pregnant women and children in early childhood, in compliance with the commitments assumed by the State in the areas of public health and human rights of women and persons of other gender identities that can become pregnant, and of their children, in order to reduce mortality, undernourishment and malnutrition, protect and stimulate early bonds, emotional and health development in a comprehensive manner, and prevent violence.
2020	National Plan against gender-based violence (2020 - 2022)	It is divided into three points considered strategic <i>"extreme violence (femicides, transvesticides and transfemicides), the economic autonomy of people in situations of violence, and the cultural and structural dimension of gender-based violence"</i> and proposes a plan of 15 actions to address them.
2020	National Plan against Trafficking and Exploitation of Persons (2020 - 2022)	It plans 100 actions divided into 4 areas of work: prevention, assistance, prosecution and institutional strengthening, aimed at defining public policies against trafficking in persons and ensuring victims the respect and full exercise of their rights and guarantees.
2019	Law No. 27,499 on mandatory gender training for all members of the three branches of government (Micaela Law)	Art. 1. establishes mandatory training on gender issues and violence against women for all persons working in public service at all levels and hierarchies in the Executive, Legislative and Judicial branches of the Nation.
2019	Ministry of Women, Gender and Diversity	Creation of the Ministry of Women, Gender and Diversity, Laws of the Ministries, Decree No. 7/2019, Art. 23 ter.

List of main milestones

2018	National Plan to Prevent and Eradicate Child Labour and Protect Adolescent Labour (2018 - 2022)	Based on strategic pillars that will make it possible to address, monitor and evaluate concrete actions that guarantee the fulfilment of children's rights. It is based on the commitment of key actors at different levels and in different sectors to provide a comprehensive response to the problem of child labour in Argentina. The national plan makes it possible to coordinate public policy with the initiatives carried out in this area by workers' and employers' organizations.
2017	Children and Adolescent Activities Survey (EANNA)	It aims to accurately measure and diagnose the situation of child labour in the country (2016 - 2017).
2017	IV International Conference on the Sustainable Elimination of Child Labour	The Republic of Argentina undertakes to implement the National Strategic Plan for the eradication of child labour and the protection of adolescent labour, a four-year work plan that includes preventive strategies, detection strategies for the restitution of the exercise of children's rights and actions aimed at more efficient management in order to achieve Target 8.7; and to encourage legislative measures to promote youth employment.
2016	Montevideo Strategy	Strategy for the Implementation of the Regional Gender Agenda in the Framework of Sustainable Development towards 2030. The Regional Gender Agenda comprises the commitments of the Governments of Latin America and the Caribbean to women's rights, autonomy and gender equality adopted at the meetings of the Regional Conference on Women in Latin America and the Caribbean, from the first Regional Conference on the Integration of Women into the Economic and Social Development of Latin America (Havana, 1977) to the present, in the terms in which the Governments of the region have adhered to them, as set out in 40 years of the Regional Gender Agenda and in accordance with their current legislation.
2016	Decree No. 1117/2016. Determination of the types of work that constitute hazardous work for minors	Lists hazardous work prohibited for persons under the age of 18.
2015	2030 Sustainable Development Agenda	The Argentine Republic assumes the commitments of the SDGs; among them, Target 8.7.

List of main milestones

2015	Directorate of Policies for the Eradication of Child Labour and Protection of Adolescent Labour	Creation of the Directorate which, among its functions, must <i>"design, evaluate and execute the National Plan for the Prevention and Eradication of Child Labour and Protection of Adolescent Labour"</i> .
2014	Regional Initiative Latin America and the Caribbean Free of Child Labour	Creation. Regional Initiative Latin America and the Caribbean Free of Child Labour is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2013	Law No. 26.847/2013. Criminal Code. Incorporation of Art. 148 bis	Law No. 26.847, enacted in 2013, incorporated into the Criminal Code Art.148 bis, which states: "Whoever takes economic advantage of the work of a child in violation of national regulations prohibiting child labour shall be punished with imprisonment from 1 (one) to 4 (four) years, provided that the act does not constitute a more serious offence. Exceptions are made for work that is exclusively for educational or training purposes. The father, mother, guardian or custodian of the child who engages in the conduct described above shall not be punishable.
2013	Law No. 26.844. Special employment contract regime for the staff of private homes	This regulation has been in force in Argentina since April 3012, extending the rights of domestic workers, putting them on an equal footing with other workers. In this line, the regulation established the prohibition of hiring minors under 16 years of age (art. 9), limited the working day for employees over 16 and under 18 years of age to 6 hours a day and 36 hours a week of work (art. 11), and prohibited the employment of minors under 18 years of age who have not completed compulsory schooling, except that the employer is responsible for the employee to complete their studies (Art.12). Likewise, the new norm prohibits the hiring of minors under 18 years of age under a work modality without retirement, commonly known as "live-in domestic work" (Art. 13).
2012	Law No. 26.842 on the prevention and punishment of trafficking in persons and assistance to its victims	
2012	Second Presidential Declaration on the Prevention and Eradication of Child Labour in MERCOSUR	Document in which the presidents of the MERCOSUR countries assume specific commitments in the area of preventing and combating the economic exploitation of children and adolescents in the subregion, within the framework of the promotion of existing national plans in this area.

List of main milestones

2011	National Plan for the Prevention and Eradication of Child Labour and Protection of Adolescent Labour 2011 - 2015	
2008	Law No. 26.390/2008 Prohibition of child labour and protection of adolescent labour	
2007	MTE and SS Agreement No. 59/07 on the creation of the Network of Companies against Child Labour	Public - private articulation space
2006	National Plan for the Prevention and Eradication of Child Labour for the period (2006 - 2010)	Enacted in 2008, this law prohibits child labour and establishes modalities for the protection of adolescent labour. It sets the minimum age for admission to employment at 16 years, prohibiting the work of persons under that age in all its forms, whether or not there is a contractual employment relationship, and whether the employment is paid or unpaid (Art. 2). The law also prescribes a maximum of 3 hours for the working day and 15 hours per week, in the case of children over 14 years of age and under 16 years of age who perform work in family businesses, provided that the work is not arduous, dangerous and/or unhealthy, and that they are required to attend school (Art. 8). (Art. 8). And it prohibits the work of minors under 18 years of age at night (Art. 9).
2005	Law No. 26.061 on the Comprehensive Protection of the Rights of Children and Adolescents	Its purpose is the comprehensive protection of the rights of children and adolescents in the territory of the Argentine Republic, in order to guarantee the full, effective and permanent exercise and enjoyment of those rights recognized in the national legal system and in the international treaties to which the Nation is a party.
2003	Child and Adolescent Labour Observatory (OTIA)	The Observatory has been one of the components of the "Child Labour Survey and Observatory Programme" since 2003, as a result of an agreement between the Ministry of Labour, Employment and Social Security (MTEySS) and IPEC/ILO.
2002	Framework Agreement 187 between the Ministry of Labour, Employment and Social Security of the Nation, CONAETI and CFT	This agreement establishes the basis for collaboration between the Nation and the Province for the creation of the COPRETI.
2002	MERCOSUR Presidential Declaration on the Eradication of Child Labour	Commitment to States Parties to strengthen national plans for the prevention and eradication of child labour.

List of main milestones

2000	Law No. 25.255/2000. Ratification of ILO Convention No. 182 on the Worst Forms of Child Labour, 1999	
2000	Decree No. 719, establishing the National Commission for the Eradication of Child Labour (CONAETI) within the Ministry of Labour, Employment and Social Security	The objectives of CONAETI are to <i>“coordinate, evaluate and monitor efforts to prevent and eradicate child labour in a real and effective manner”</i> . This Commission is chaired by the Ministry of Labour, Employment and Social Security and is made up of representatives of the National Executive Branch, representatives of the employer sector (UIA) and the worker sector (CGT and CTA) with the advice of ILO and UNICEF.
1996	Law No. 24.650/1996. Ratification of ILO Convention No. 138 concerning Minimum Age for Admission to Employment, 1973	
1996	Ministry of Labour and Social Security of the Argentine Republic (currently Ministry of Labour, Employment and Social Security), subscribes the "Memorandum of Understanding" with the International Labour Organization (ILO), through which the Ministry adhered to the International Programme on the Elimination of Child Labour (IPEC).	This Memorandum commits to the creation of a National Tripartite Body in charge of formulating and implementing action plans with objectives, priorities and concrete actions for the eradication of child labour.
1985	Law No. 23.719	Adoption of the Convention on the Elimination of All Forms of Discrimination against Women

BRAZIL



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Brazil has ratified the fundamental ILO conventions on child labour, and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Brazil. The term “child labour” refers to economic activities and/or survival activities, whether for profit or not, paid or unpaid, performed by children or adolescents under 16 years of age, except for apprenticeship, starting at 14 years of age, regardless of their occupational status. It should be noted that any activity carried out by adolescent workers which, by its nature or the circumstances in which it is carried out, may harm their physical, psychological, social and moral development, falls within the definition of child labour and is prohibited for persons under 18 years of age. According to



In Brasil child labour and is prohibited for persons under 18 years of age.

the last Pesquisa Nacional por Amostra de Domicílios (PNAD, 1992 - 2015) there were 2.7 million children performing child labour in the country, however these figures have increased during the Pandemic of COVID-19. For example, in São Paulo, child labour increased by 26% between May and July 2020 in UNICEF-assisted households. The racial component should also be noted, as 66 % of child workers are of African descent (ILO-UNICEF, 2021).

Public policies that have explicitly included a gender perspective are harmonized with international instruments –such as CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and regional instruments –such as the Regional Plan of Action for the Integration of Women in Economic and Social Development in Latin America (1977), the Regional Programme of Action for Women in Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010), the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women’s movement playing a key role in promoting normative and political changes.







Currently, the gender and diversity agenda has been growing and permeating the State.

Country profile ¹	
<p>Constitution</p> 	<p>Brazilian legislation on child labour is governed by the principles established in the 1988 Federal Constitution, which are harmonized with the provisions of the United Nations (UN) Convention on the Rights of the Child and ILO Conventions No. 138 and 182</p> <p>Art. 7, item XXXIII (Amendment No. 20, of December 15, 1998), modified Art.7 of the Federal Constitution by establishing the minimum age for access to work at 16 years of age: <i>“The prohibition of all night, dangerous or unhealthy work for minors under 18 years of age and of any type of work for minors under 16 years of age, except in the situation of apprenticeship as of 14 years of age”</i>. Also present in Chapter V. Art. 60. of Law No. 8.069, Statute of Upbringing and Adolescence</p> <p>Art. 227 of the Federal Constitution states that it is the duty of the family, society and the State <i>“to ensure to children and adolescents, with absolute priority, the right to life, health, food, education, recreation, professional training, culture, dignity, respect, freedom and family and community life, as well as to keep them safe from all forms of neglect, discrimination, exploitation, violence, cruelty and oppression”</i></p> <p>The Brazilian Constitution provides in Art. 3, IV <i>“promote the good of all, without prejudice to origin, race, sex, colour, age and any other form of discrimination”</i>, and in Art. 5 that <i>“All persons are equal before the Law, without distinction of any kind, guaranteeing to Brazilians and foreigners residing in the country the inviolability of the right to life, liberty, equality, security and property, in the following terms: I - Men and women are equal in rights and obligations, under this Constitution”</i></p>
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), ratified in 1990</p> <p>ILO Convention No. 138, Minimum Age for Admission to Employment, ratified in 2001</p> <p>ILO Convention No. 182, Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2000</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratification of the Protocol in 2002</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1995</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2004</p> <p>ILO Convention No. 5, Minimum Age (Industry) Convention, 1919, ratified in 1934</p> <p>ILO Convention No. 6, Night Work of Young Persons (Industry) Convention, 1919, ratified in 1934</p> <p>ILO Convention No. 124, Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124), ratified in 1970</p>
<p>Highest government authorities related to gender</p> 	<p>Ministério da Mulher, Família e Direitos Humanos (MDH). Secretaria Nacional de Políticas para as Mulheres do Ministério da Mulher, da Família e dos Direitos Humanos</p>

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; national plans; ECLAC's Gender Equality Observatory for Latin America and the Caribbean and the latest National Plan 2019 - 2022.

Country profile

<p>Specific regulations on types of gender-based violence</p> 	<ul style="list-style-type: none"> • III Plano Nacional de Enfrentamento ao Tráfico de Pessoas (2019) • Law No. 13.344/16 (2016), Prevention and Suppression of Internal and International Trafficking in Persons and on Measures for the Care of Victims • Law No. 13.104 (2015) (femicide as a criminal offence) • Presidential Decree No. 8.068 Federal Programme to Combat Violence against Women - "Mulher: Viver sem Violência" (2013) • Law No. 11.340 Maria da Penha (2006) • Law No. 10.224 (2001)
<p>Minimum age to work</p> 	<p>16 years old</p>
<p>Maximum number of hours of light work</p> 	<p>There is no specific definition of light work, but there are projects of a social nature that integrate school, recreational activities and training for work, without in any way introducing children into a work routine. Art. 7, paragraph XXXIII, of the Federal Constitution clearly excludes children from "all work".</p>
<p>Compulsory education</p> 	<p>4 - 17 years old</p>

List of main milestones

2021	Law No. 14.188	It defines the Sinal Vermelho cooperation programme against domestic violence as one of the measures to combat domestic and family violence against women provided for in Law No. 11.340 (Maria da Penha Law), and the Criminal Code, throughout the national territory; it modifies the modality of punishment for simple bodily harm committed against women because of their gender, and creates the criminal type of psychological violence against women in the Criminal Code.
2021	National Plan to Combat Femicide, PNEF	The PNEF is a set of actions and goals that aim to implement integrated and articulated public policies throughout the national territory.
2020	Law No. 14.022	Establishes measures to combat domestic and family violence against women and against children, adolescents, the elderly, and persons with disabilities during the public health emergency due to the coronavirus responsible for the 2019 outbreak.
2019	III Plano Nacional De Prevenção E Erradicação Do Trabalho Infantil E Proteção Ao Adolescente Trabalhador (2019 - 2022)	<p>The National Plan for the Prevention and Eradication of Child Labour and the Protection of Adolescent Workers is the result of the commitment of the National Commission for the Eradication of Child Labour (CONAETI), a body composed of four components made up of representatives of the public authorities, employers, workers, organized civil society and international organizations, under the coordination of the Ministry of Labour and Employment (MTE). The National Plan to Combat Child Labour is a fundamental instrument for compliance with ILO Conventions No. 138 and 182.</p> <p>The purpose of the Plan is to coordinate the interventions carried out by the various social actors and to introduce new actions, always aimed at ensuring the prevention and eradication of child labour and the protection of adolescent workers. The Plan analyses the existence of exploitative child and adolescent labour and considers different variables such as race, gender, economic status, type of occupation, regional diversity, among others. It advocates for cross-cutting and intersectional policies and actions to respond to child labour in Brazil.</p>

List of main milestones

2019	Law No. 13.811, New wording of art. 1520 of Law No. 10.406, of 10 January 2002 (Civil Code), to abolish the permissive legal exceptions for child marriage	It amends Art. 1520 of the Civil Code, establishing that the marriage of those who have reached marriageable age shall not be permitted, in compliance with Art. 1517, since it prescribes that men and women of sixteen years of age may marry, with the authorization of both priests and their legal representatives, until they reach the legal age.
2018	Ministry of Women, Family and Human Rights (MMFDH)	The Ministry of Women, Family and Human Rights (MMFDH) is responsible for the inter-ministerial and intersectoral articulation of policies for the promotion and protection of Human Rights in Brazil. Its current structure originates from the former Special Secretariats of the Presidency of the Republic: the Secretariat of Human Rights (SDH), the Secretariat of Policies for Women (SPM), the Special Secretariat of Policies for the Promotion of Racial Equality (Seppir) and the National Secretariat for Youth (SNJ).
2018	Decree No. 9.440, 2018	III Plano Nacional de Enfrentamento ao Tráfico de Pessoas
2017	Decree No. 9.122 of August 9, 2017. National Secretariat for the Rights of Children and Adolescents - SNDCA	Responsible for conducting the national policy for the promotion, protection and defense of the rights of children and adolescents, linked to the Human Rights portfolio in the Brazilian Government. Its main function is to support intersectoral, inter-institutional and inter-federative actions, promoting the articulation of various bodies and civil society. Among the policies it coordinates are the strengthening of the system for guaranteeing the rights of children and adolescents; the national policy of family and community coexistence; the National System of Social and Educational Services (SINASE); the Program for the Protection of Adolescents Threatened with Death and actions to prevent and combat abuse and sexual exploitation. It must also propose and promote public awareness campaigns related to the rights of children and adolescents. It also coordinates the production, systematization and dissemination of information related to children and adolescents, managing the information systems under its responsibility.

List of main milestones

2017	IV International Conference on the Sustainable Elimination of Child Labour	The Public Ministry of Labour is fulfilling its institutional mission and taking into consideration the constitutional principle of child protection and is committed to having among its priorities the eradication of child labour. To this end, it is committed to establishing the Child Rescue strategic plan, which has three main pillars (educational pillar, public policy pillar and education pillar). The Child Rescue strategic plan will be implemented in Brazilian municipalities that will be chosen based on vulnerability criteria.
2016	Montevideo Strategy	Strategy for the Implementation of the Regional Gender Agenda in the Framework of Sustainable Development towards 2030. The Regional Gender Agenda comprises the commitments of the Governments of Latin America and the Caribbean to women's rights, autonomy and gender equality adopted at the meetings of the Regional Conference on Women in Latin America and the Caribbean, from the first Regional Conference on the Integration of Women into the Economic and Social Development of Latin America (Havana, 1977) to the present, in the terms in which the Governments of the region have adhered to them, as set out in 40 years of the Regional Gender Agenda and in accordance with their current legislation.
2015	2030 Agenda for Sustainable Development	Assumes the commitments of the SDGs, including Target 8.7.
2014	Law No. 11.340 Maria da Penha of Brazil	Protect women from domestic and family violence.
2014	Regional Initiative Latin America and the Caribbean Free of Child Labour	Creation. Regional Initiative Latin America and the Caribbean Free of Child Labour is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2012	Second Presidential Declaration on the Prevention and Eradication of Child Labour in MERCOSUR	Commitment to States Parties to strengthen national plans for the prevention and eradication of child labour.

List of main milestones

2011	II Plano Nacional de Prevenção e Erradicação do Trabalho Infantil e Proteção do Adolescente Trabalhador	The Plan is a fundamental instrument in the pursuit of the goals of eradicating the worst forms of child labour by 2015 and eradicating all child labour by 2020, assumed by Brazil and other signatory countries of the document "Decent Work in the Americas: A Hemispheric Agenda, 2006 - 2015", presented at the XVI American Regional Meeting of the International Labour Organization (ILO), held in 2006.
2010	Eleventh Regional Conference on Women, Brasília	Political will and commitment to take decisive steps towards gender equality were expressed, emphasis was placed on the importance of gender institutions in the State and on the urgent need to provide specific funding, and other governmental and non-governmental actors were called upon to join in equality policies and assume the mainstreaming of the gender perspective.
2009	Brazilian Gender Equality Observatory	Tool for the formulation and improvement of gender-focused public policies at the federal, state and municipal levels. The initiative, established on the basis of the Second National Plan for Women's Policies (II PNPM).
2009	II National Plan of Policies for Women	It establishes 10 areas and priorities for action.
2008	Decree No. 6.481	It defines the Worst Forms of Child Labour List (TIP List), previously described by Ordinance 20/2001 of the Secretariat of Labour Inspection, Ministry of Labour. The Decree states that the TIP List shall be reviewed periodically, if necessary, in consultation with the employers' and workers' organizations concerned.
2004	I Plan, Prevenção e Erradicação do Trabalho Infantil e Proteção ao Trabalhador Adolescente	I National Plan. The purpose of the Plan is to coordinate various interventions and introduce new ones, always aimed at ensuring the eradication of child labour.
2004	PPA 2004 - 2007	Gender and race mainstreaming in the formulation and implementation of public policies, the democratization of access to information and the dissemination of indicators of social inequalities, together with the application of gender and race perspectives and the active participation of the population in the development of social policies.

List of main milestones

2003	Special Secretariat for Policies for Women (SPM) and Special Secretariat for Policies for the Promotion of Racial Equality (Seppir)	In response to a long-standing demand of the women's movement and strong pressure from the black movement. The aim of both is basically to mainstream the gender and race dimensions in public policies.
2003	Portaria No. 952 de 8 de julho de 2003. National Commission for the Eradication of Child Labour (CONAETI)	Its objective is to implement the provisions of Conventions No. 138 and 182 of the International Labour Organization (ILO), as well as to facilitate the development and monitoring of the implementation of the National Plan for the Eradication of Child Labour.
2000	Título III da Consolidação das Leis do Trabalho (CLT)	Chapter IV, "Da Proteção do Trabalho do Menor". Art. 405. Minors are not allowed to work: I - in hazardous or unhealthy premises or services, in accordance with the table approved for this purpose by the Secretary of Occupational Safety and Health, II - in premises or services that are detrimental to their morality
1999	Law No. 9.799	It introduces certain amendments aimed at correcting distortions affecting women's access to the labour market. It seeks to avoid any kind of discrimination, inter alia, on the grounds of gender. It protects the status and access to or retention of pregnant women in the labour market.
1998	Law No. 9777/98, amending Article 207 of the Criminal Code	To prevent the action of those who try to recruit labour for transfer to another place. The same law also refers expressly to the deprivation of rights, and provides for a heavier penalty when the victim is under 18 years of age.
1996	Programa de Erradicação do Trabalho Infantil (PETI)	Conditional cash transfer programme with emphasis on child labour. In 2005, it unified its services with Bolsa Familia, and now serves non-poor families in a situation of child labour, while Bolsa Familia serves all families in a situation of poverty. PETI's cash transfer service was gradually absorbed by Bolsa Familia.
1991	Law No. 8242/91	Creation of the National Council for the Rights of Children and Adolescents (CONANDA) focuses its activities on the implementation of the policy of comprehensive protection of children and adolescents, in order to guarantee the right to life and comprehensive development.

List of main milestones

1990	Law No. 8.069. Estatuto da Criança e do Adolescente (ECA)	It brings together norms and guidelines aimed at guaranteeing the comprehensive protection of children and adolescents and is structured around two principles: Principle of "minor" interest and Principle of Absolute Priority. Art. 60-69 address the protection of adolescent workers. For example, in Art. 67: "An adolescent employed as an apprentice, as a family worker, as a pupil in a technical school or with the assistance of a governmental or non-governmental body, may not perform the following work: night work carried out between 10 p.m. and 5 a.m. the following day; dangerous, unhealthy or arduous work; work carried out in premises harmful to his/her training or his/her physical, mental, moral and social development; work carried out at times or in places that may prevent the child from attending school.
1990	Statute of the Child and Adolescent. Law No. 8, 069	Night work: not under 18 years of age and prohibited between 10:00 p.m. and 5:00 a.m. the following day.
1985	CEDAW	Adoption of the Convention on the Elimination of All Forms of Discrimination against Women.

CHILE



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.



Chile has ratified the core ILO conventions on child labour and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Chile. According to data provided by the National Strategy, there are almost 220,000 children in a situation of child labour, which represents 6.6 per cent of the total number of children aged 0 to 18 years. Chile has also worked on mainstreaming the gender perspective in the design of public policies, systematically integrating it into all structures: policies, programmes, personnel processes and projects. In this regard, Public policies that have explicitly included a gender perspective are harmonized with international instruments –such as the CEDAW and its Protocol, the programmatic








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documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women’s movement playing a key role in promoting normative and political changes.

Country profile¹

<p>Constitution</p> 	<p>Art.1. Persons are born free and equal in dignity and rights</p> <p>Chapter III, Art. 19. The Constitution ensures equality before the law for all persons. In Chile there are no privileged persons or groups. In Chile there are no slaves and whoever steps on its territory is free. Men and women are equal before the law. It prohibits any discrimination in hiring, notwithstanding that the law may require age limits</p>
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), Decree No. 830, ratified in 1990</p> <p>ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 1999</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2000</p> <p>ILO Convention No. 006 Night Work of Young Persons (Industry) Convention, 1919, ratified in 1925</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1989</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1996</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2004</p>

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; National Plans; the Gender Equality Observatory of Latin America and the Caribbean of ECLAC; EANNA and INDEC; Ministry of Labour, Employment and Social Security; State Plans and different normative instruments.

Country profile	
<p>Highest government authorities related to gender</p> 	<p>Ministry of Women and Gender Equity</p>
<p>Specific regulations on types of gender-based violence</p> 	<ul style="list-style-type: none"> • Law No. 21.212 or Gabriela Law, which expands the legal framework for femicide (2020) • Law No. 21.153, modifies the Criminal Code to criminalize sexual harassment in public spaces (2019) • Law No. 20480 modifies the Criminal code and Law No. 20.066 on domestic violence, establishing “femicide”, increasing the penalties applicable to this crime and reforming the rules on parricide (2010)
<p>Minimum age to work</p> 	<p>15 years</p>
<p>Maximum number of hours of light work</p> 	<p>Children under 18 years of age, who are in secondary or elementary school, may not work more than 30 hours per week during the school term.</p> <p>In no case may minors under the age of 18 work more than eight hours a day.</p> <p>By law, children may not perform night work in commercial and industrial establishments between the hours of 10 p.m. and 7 a.m.</p>
<p>Compulsory education</p> 	<p>6 - 18 years old</p>

List of main milestones

2021	Decree No. 1	Approves regulations in accordance with the provisions of the final paragraph of Art. 15 of the Labour Code, as amended by Law No. 21.271, determining the activities considered as hazardous work, and includes guidelines aimed at preventing this type of work, addressed to employers and educational establishments, in order to protect the rights of adolescents of working age.
2020	Law No. 21.271, which adapts the Labour Code with regard to the protection of children and adolescents in the world of work	It establishes an express difference between adults, adolescents of working age, adolescents not of working age, and children, and defines the concepts of Hazardous Work and Protected Adolescent Work, aligning those used in our legislation with those of the ILO.
2019	Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	The Senate approves the Protocol with 23 votes in favour, 15 against and 3 abstentions.
2017	IV World Conference on Child Labour Eradication	For the years 2017 - 2021, the State of Chile, responsible for promoting and encouraging public policies and good practices related to the eradication of child labor, is committed to continue efforts towards achieving this goal by 2025. Likewise, we commit ourselves to update the EANNA data and to maintain our collaboration and participation in bodies such as the Regional Initiative Latin America and the Caribbean Free of Child Labour, promoting tripartism and social dialogue. In addition, Chile commits to actively continue the process of submission of Protocol 29 of 2014 on the ILO Forced Labour Convention.
2016	Ordinance No. 1888	Attends to consultations regarding the effects of child labour in the cases indicated.
2015	National Plan of Action against Trafficking in Persons 2015 - 2018	
2015	National Strategy for the Prevention and Eradication of Child Labour and the Protection of Adolescent Workers 2015 - 2025	8 approaches, 4 lines of intervention with their defined interventions (vicious circle of poverty, social tolerance, education and information and knowledge).
2015	National Plan for Children 2015 - 2025	

List of main milestones

2015	2030 Agenda for Sustainable Development	Chile assumes the commitments of the SDGs, among them, Target 8.7.
2015	Ordinance No. 4493/54	Sets the meaning and scope of Law No. 20.821, which amends Art. 13, 15 and 16 and incorporates Article 15 bis to the Labor Code.
2015	Regional Initiative Latin America and the Caribbean Free of Child Labour	Creation. The Regional Initiative Latin America and the Caribbean Free of Child Labour is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2014	Child Labour Observatory	
2014	Decree No. 021 of 2014	It creates the National Council for Children; whose objective is to design and establish a comprehensive system for guaranteeing the rights of children and adolescents that is expressed in a National Policy for Children and Adolescents.
2012	ILO/IPEC Memorandum of Understanding	Subscribed by the Ministry of Labor and Social Security on June 10, 1996, renewed on September 20, 2007 and valid until September 19, 2012.
2012	National Survey on the Activities of Children and Adolescents (EANNA)	Conducted by the Ministry of Social Development, with the collaboration of the Ministry of Labour and the International Labour Organization (ILO), through the Microdata Centre of the University of Chile.
2011	Law No. 20539	Prohibits any night work in industrial and commercial establishments for persons under eighteen years of age.
2008	Ordinance No. 77/6	Sets the meaning and scope of Art. 13, 15, 16 and 18 of the Labour Code, as amended by Law No. 20.189, published in the Official Gazette on 12.06.07. Hiring of minors.
2007	Decree No. 50	Regulations for the application of article 13 of the Labour Code, in relation to child labour. Incorporation of a list of hazardous work containing details of activities considered hazardous to the health and development of persons under 18 years of age.

List of main milestones

2007	Act 20189	Amends the Labour Code with regard to the admission to employment of minors and the fulfilment of the schooling obligations.
2004	Law No. 19.927	Combat paedophilia, child pornography and their networks on the Internet.
2005	Law No. 20001	Amends the Labor Code regarding the maximum weight that a minor under 18 years of age may carry (Art. 211-J).
2002	Decree No. 180	Agreement with the International Labour Organization for the implementation of a national diagnosis of child and adolescent labour and identification of the worst forms of child and adolescent labour.
2002	MERCOSUR Presidential Declaration on the Eradication of Child Labour	Commitment to States Parties to strengthen national plans for the prevention and eradication of child labour.
2001	National Plan for the Prevention and Progressive Eradication of Child and Adolescent Labour (2001 - 2010)	Plan for the Prevention and Progressive Eradication of Child and Adolescent Labour in Chile, adopted in 2001. It is a National Plan that forms part of the National Policy on Children for the period 2001 - 2010.
2000	Law No. 19684	Amends the Labour Code to abolish the employment of minors under 15 years of age, the minimum age for admission to employment.
2000	Decree No. 1447	Convention No. 182 of the International Labour Organisation concerning the prohibition and immediate action for the elimination of the worst forms of child labour (slavery, prostitution, drug trafficking, etc.).
1999	Decree No. 227	Conventions No. 87, 98, 105 and 138 adopted by the International Labour Conference. Convention No. 138 deals with the minimum age for admission to employment.

List of main milestones

1996	Decree No. 131, National Commission for the Eradication of Child Labour	National Advisory Committee for the Prevention and Progressive Eradication of Child Labour and the Protection of Child Workers
1989	CEDAW	Ratification of the Convention on the Elimination of All Forms of Discrimination against Women
1986	Decree No. 326	International Covenant on Economic, Social and Cultural Rights
1967	Law No. 16618	Juvenile Law, Art. 62

COLOMBIA



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Colombia has ratified the ILO core conventions on child labour and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Colombia. According to the National Statistics Office based on the Integrated Household Survey, for the quarter October - December 2020, the population aged 5 to 17 years who worked was 523 thousand people. In the capitals 242 thousand people were reported and in the populated centres and dispersed rural areas the reported population was 281 thousand people. Of the persons between 5 and 17 years of age who worked, 69.1% were men and 30.9% were women.






Colombia considers that gender equality, women's empowerment and the guarantee of the full exercise of their rights are essential elements to advance towards a more inclusive, sustainable and equitable development.

Colombia considers that gender equality, women's empowerment and the guarantee of the full exercise of their rights are essential elements to advance towards a more inclusive, sustainable and equitable development (SDG5). Women as agents of change and from the exercise of different roles contribute to poverty eradication, economic development, environmental preservation and the achievement of food security, among others. The main public policy instrument on gender in Colombia is: CONPES document 161 on Gender Equity for Women and the Comprehensive Plan to Guarantee Women a Life Free of Violence. In addition, Colombia's regulations are harmonized with international instruments on gender equality and women's rights –such as CEDAW and its Protocol, the programmatic documents emanating from the world conferences held in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), the Convention of Belém do Pará (1994), etc.–, regional instruments –such as the Regional Plan of Action for Gender Equality and Women's Rights; Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995 - 2001 (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy– which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women's movement playing a key role in promoting normative and political changes.



Women as agents of change and from the exercise of different roles contribute to poverty eradication.

Country profile ¹	
<p>Constitution</p> 	<p>Art.13. All persons are born free and equal before the law, shall receive the same protection and treatment from the authorities and shall enjoy the same rights, freedoms and opportunities without any discrimination for reasons of sex, race, national or family origin, language, religion, political or philosophical opinion. The State shall promote the conditions for equality to be real and effective and shall adopt measures in favour of discriminated or marginalized groups</p> <p>Art. 44. Establishes the fundamental rights of children and the best interests of children and adolescents</p> <p>Art. 45. States that adolescents have the right to protection and comprehensive training</p>
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), ratified in 1991</p> <p>ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 2001</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2005</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)-ratified in 1982</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1996</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2004</p> <p>ILO Convention No. 006 Night Work of Young Persons (Industry) (1919), ratified in 1983</p>
<p>Highest government institutions related to gender</p> 	<p>Presidential Advisory Office for Women's Equity (CEPM), attached to the Office of the Vice-President of the Republic</p>

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; national plans; the ECLAC Gender Equality Observatory for Latin America and the Caribbean; the National Statistics Office of the Office of the Comptroller General of the Republic; the Child Welfare Observatory; State Plans; and different normative instruments.

Country profile

Specific regulations on types of gender-based violence



- Law No. 1719 of 2014, which adopts measures to guarantee access to justice for victims of sexual violence, especially sexual violence in the context of armed conflicts
- Law No. 1542 of 2012, which seeks to guarantee protection and diligence in the investigation of alleged crimes of violence against women and to eliminate the prosecutable and indictable nature of the crimes of domestic violence and food non-assistance, typified in articles 229 and 233 of the Criminal Code
- Decree No. 2734 of 27 December 2012, which regulates measures of care for women victims of violence
- Decree No. 4798 of 20 December 2011, which partially regulates Law 1257 of 2008, "Whereby rules are issued to raise awareness, prevent and punish forms of violence and discrimination against women, the Criminal Code, the Criminal Procedure Code, Law 294 of 1996 and other provisions are amended"
- Law No. 1448 of 2011, which establishes measures of attention, assistance and comprehensive reparation for victims of internal armed conflicts
- Law No. 1257 of 2008, defines the DAMAGES of violence. Awareness raising, prevention and punishment of forms of violence and discrimination against women
- Law No. 1146 of 2007, the purpose of which is the prevention of and attention to sexual violence against children and adolescents
- Law No. 985 of 2005, which adopts measures against trafficking in persons and rules for the care and protection of victims of trafficking
- Law No. 575 of 2000, partially amending Law 294 of 1996
- Act No. 294 of 1996, concerning the prevention and punishment of domestic violence

Minimum age for employment



15 years old

Maximum number of hours of light work



12 - 14 years old: 4 hours per day and 24 hours per week in light work

Compulsory education



5 - 15 years old

List of main milestones

2021	National Commitment for the Prevention and Eradication of Child Labour and the Comprehensive Protection of Adolescent Workers	It establishes a cross-sectoral pathway that will contribute to the achievement of Target 8.7 of the 2030 Agenda.
2020	Decree No. 1818	Whereby Chapter 4 of Book 2, Part 2, Part 2, Title 3 and Technical Annex No. 2 of Decree No. 1066 of 2015, Sole Regulatory Decree of the Interior Sector, are replaced in order to adopt the National Strategy to Combat Trafficking in Persons, 2020 - 2024.
2019	Law No. 1955. National Development Plan 2018-2022	<p>Pacto Por Colombia, Pacto Por La Equidad (Pact for Colombia, Pact for Equity).</p> <ul style="list-style-type: none"> • It includes a target of reducing the child labor rate by 5.5pp. • It includes Pacto transversal XIV - Pacto de Equidad para las mujeres, (Cross-cutting Pact XIV - Equity Pact for Women), which establishes strategies aimed at promoting women's equal access to and participation in the labour market, so as to improve their economic status; promoting women's right to a life free of violence; reducing harmful practices related to child marriage and early civil unions; and increasing women's participation in decision-making spaces, so that they can influence the decisions that affect them. • Art. 221 establishes the definition of a Budget Tracer for Women's Equity that makes it possible to identify which projects contribute to the role of equity for women; that is, which of these, from the incorporation of the gender perspective, are oriented towards closing gender gaps and guaranteeing women's rights. The Tracer has five categories and one subcategory, which respond to the Public Policy on Gender Equity for Women.
2018	Law No. 1878	Amending certain articles of Act No. 1098 of 2006 (CIA), which establishes the Code for Children and Adolescents and contains other provisions.
2017	Public Policy Line for the Prevention and Eradication of Child Labour and the Comprehensive Protection of Adolescent Workers 2017 - 2027	Public Policy for the Prevention and Eradication of Child Labour and Comprehensive Protection of Adolescent Workers.

List of main milestones

2017	IV International Conference on the Sustainable Elimination of Child Labour	Within the framework of the Public Policy for the Prevention and Eradication of Child Labour and the Comprehensive Protection of Adolescent Workers (2017-2027), Colombia undertakes to develop strategies with a population and territorial approach that help to address the specific needs of children and adolescents at risk or in situations of child labour, in order to guarantee their comprehensive protection and overcome this problem in the country. This will be carried out under the leadership of the Ministry of Labour as the policy's governing body, in coordination with the Colombian Family Welfare Institute and other entities with competence to ensure the effective enjoyment of the rights of children and adolescents. These strategies will be implemented by providing technical assistance to the territorial authorities, with the aim of leaving installed capacity in the regions and ensuring their implementation in departmental, district and municipal development plans.
2016	Law No. 1804 of 2016 - Zero to Forever Public Policy Law	The strategy becomes indefinite as public policy.
2016	Decree No. 1036. National Strategy to Combat Trafficking in Persons	The Strategy is the result of the joint work of the different actors involved in the fight against this issue, such as the <i>Inter-institutional Committee to Combat Trafficking in Persons</i> ; departmental, municipal and district committees; international cooperation and civil society organizations; victims; and academia. It is worth noting the comprehensive nature of the Strategy, which is why it contemplates a rights, gender, generational, differential, territorial, and anti-crime approach. Along the same lines, the Strategy establishes prevention, assistance and protection, knowledge management, international cooperation, investigation and prosecution, monitoring and evaluation, and coordination and sustainability as its main lines of action.
2015	2030 Agenda for Sustainable Development	Colombia assumes the commitments of the SDGs. Among them, Target 8.7.
2015	Regional Initiative Latin America and the Caribbean Free of Child Labour	Creation. Regional Initiative Latin America and the Caribbean Free of Child Labour is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2013	Conpes 161 on Gender Equity	National Public Policy on Gender Equity
2013	Resolution No. 00003597	This resolution identifies and updates the activities considered to be the worst forms of CL and establishes the classification of hazardous activities and working conditions that are harmful to the health and physical or psychological integrity of minors.

List of main milestones

2012	Integrated Information System for the Identification, Registration and Characterization of Child Labour and its Worst Forms - SIRITI	Record the information collected through the baseline survey in the municipalities and follow up with the entities in charge of caring for the children and adolescents identified in CL.
2011	National Strategy for Comprehensive Early Childhood Care "From Zero to Forever"	A set of planned national and territorial actions aimed at promoting and guaranteeing the development of children in early childhood through unified and intersectoral work.
2011	Substantive Labor Code	Chapter II, Art.29 and 30
2011	Law No. 1453	Penalizes the exploitation of minors with imprisonment.
2011	ICBF Resolution 316	It dictates measures for the protection against work and works in mining.
2010	Mission Information System - SIM	Records information on children and adolescents whose rights have not been observed, threatened or violated and who enter an administrative process for the restoration of rights, as a result of child labour, labour exploitation or monitoring of adolescent workers. Art. 77, Law No. 1098 Information system for the restoration of rights.
2010	National Development Plan 2010 - 2014 "Prosperity for All"	It establishes " <i>the operation of the Integrated Child Labour Registration System (SIRITI) by MPS</i> " and " <i>the annual monitoring of child labour conditions in the corresponding module of the Large Integrated Household Survey (GEIH) by DANE, MPS and ICBF</i> ".
2010	Law No. 1382	Punishes with termination of contract anyone who employs minors under 18 years of age in mining.
2009	Creation of the National System of Registration of Children and Adolescents Identified and Treated in Worst Forms of Child Labour - SINTI	Between 2005 and 2006, the Ministry of Labour, the Colombian Family Welfare Institute (ICBF), the National Administrative Department of Statistics (DANE), the Ministry of National Education (MEN) and the ILO agreed to develop a computer application for the registration of basic information on children and adolescents in CL. Between 2008 and 2009, the Inter-institutional Committee developed a diagnosis of the existing application, and SINTI was established.
2009	Law No. 1336 of 2009, which adds to and strengthens Law 679 of 2001 on combating exploitation, pornography and sexual tourism with children and adolescents	

List of main milestones

2009	Law No. 1329	It establishes provisions to counteract the commercial sexual exploitation of children and adolescents.
2008	Resolution No. 1677	Classifies activities that are harmful and hazardous to adolescents.
2008	National Strategy to Prevent and Eradicate the Worst Forms of Child Labour and Protect Young Workers 2008 - 2015	The objective of the strategy is to focus and organize the action of state and private entities involved in the issue, towards two breaking points of the WFCL: on the one hand, the entry of children and adolescents (in WFCL or at risk) to educational services, creative use of free time programs and the general social protection system; and, on the other hand, the access of their families to social services that allow their children not to enter or withdraw from the WFCL.
2007	Law No. 1146	Related to the norms for the prevention of sexual violence and comprehensive care for sexually abused children and adolescents.
2007	Social Conpes 109	National Public Policy on Early Childhood "Colombia for Early Childhood".
2006	Law No. 1098	Code of Childhood and Adolescence (CIA). It establishes co-responsibility between the State, the family and society to guarantee the full enjoyment of the rights of children and adolescents. The minimum age for admission to work is set at 15 years old. Art. 20 et seq, Protection rights. Title Nine, Art. 237-263
2006	Law No. 1009 of 2006	Creation of the Gender Observatory as an autonomous, specialized, permanent body for the collection, analysis, systematization and research on gender issues, for decision-making that contributes to improving the situation of women and gender equity in Colombia.
2005	Law No. 985 of 2005, which adopts measures against trafficking in persons and rules for the care and protection of victims of trafficking	

List of main milestones

2003	Third National Plan for the Eradication of Child Labour and the Protection of Young Workers (2003 - 2006)	Its objective was to continue strengthening the fight against WFCL through the consolidation of public policies and the development of prevention and rights restitution activities. In particular, the plan placed a strong emphasis on the decentralization of policy in order to ensure that more and more municipal and departmental authorities take effective action to effectively address CL.
2001	Law No. 679 of 2001, which establishes a statute to prevent and counter exploitation, pornography and sex tourism involving minors	
2001	Law No. 704	Endorses ILO Convention No. 182, classifies the worst forms of child labour.
2002	MERCOSUR Presidential Declaration on the Eradication of Child Labour	
2000	Second National Plan for the Eradication of Child Labour and the Protection of Young Workers (2000 - 2002)	It was formulated within the normative framework of ILO Convention No. 182, so its priority was the prevention and elimination of the worst forms of child labour, especially working through direct intervention.
1999	Law No. 515	ILO Convention No. 138 is ratified, establishing the minimum age for admission to employment after authorization by the labour inspector.
1996	First National Plan for the Eradication of Child Labour and the Protection of Young Workers (1996 - 1999)	Introduces the definition of child labour: any physical or mental activity, whether paid or unpaid, engaged in the production of goods or services, carried out independently or in the service of another natural or legal person by persons under 18 years of age.
1994	Law No. 115 of 1994 - General Education Law	
1991	Law No. 12	It is covered by the CRC.
1985	Decree No. 859	Establishes the Inter-Agency Committee for the Eradication of CL and the Protection of Child Workers (CIETI).
1982	CEDAW	Ratification of the Convention on the Elimination of All Forms of Discrimination against Women.

COSTA RICA



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Costa Rica has ratified the ILO core conventions on child labour and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Costa Rica. According to data from the 2016 survey (ENAH0), it is estimated that a total of 30,369 children and adolescents aged 5 to 17 years are employed in economic production: approximately 3.1% of the total population of that age group; while the starting age of labor activity is 13.33 years.

The policy against child labour has been developed taking into account the differentiated impact of child labour on children and adolescents, and recognizing gender inequalities that are also



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present in child labour. This policy has also been harmonized with Costa Rica’s policy on equality and women’s rights, which responds to international commitments on human rights and effective equality, based on the conventions ratified by Costa Rica that protect women’s rights; in particular international instruments –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women’s movement playing a key role in promoting normative and political changes.



Currently, the gender and diversity agenda has been growing and permeating the State.

Country profile¹

Constitution



Art. 33. Every person is equal before the law and no discrimination contrary to human dignity may be practiced (Reformed by Law No. 4123 of May 31, 1968 and by Law No. 7880 of May 27, 1999. LG# 118 of 18 June 1999)

Art. 51. The family, as a natural element and the foundation of society, is entitled to the special protection of the State. The mother, the child, the elderly and the helpless sick person shall likewise be entitled to such protection

Art.71. The laws shall give special protection to women and minors at work

Art.78. Preschool and basic general education are compulsory

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; ECLAC’s Gender Equality Observatory for Latin America and the Caribbean; the Costa Rican Legal Information System; INAMU; the Ministry of Labour and Social Security; State plans and various regulatory instruments.

Country profile

International Agreements



Convention on the Rights of the Child (CRC) and the Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography - ratified in 2001 (Law No. 8172)

ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 1976

ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2001 (Law No. 8122)

ILO Convention No. 190 concerning Night Work of Young Persons (Industry), ratified in 1960

ILO Convention No. 189 on Domestic Workers, ratified in 2014

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1986 (Law No. 6.968)

Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1995 (Law No. 7499)

United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons ratified in 2002 (Law No. 8302). Palermo Protocol, ratified in 2002 (Law No. 8315)

Higher government authorities related to gender



National Women's Institute

Specific regulations on types of gender-based violence



- Sexual Harassment in Employment and Teaching Law (Law No. 7476 of 1995)
- Domestic Violence Law (Law No. 7586 of 1996)
- Law against the Commercial Sexual Exploitation of Minors (Law No. 7899 of 1999)
- Act No. 14568 of 2007 on Strengthening the Fight against Sexual Exploitation. (Law No. 14568 of 2007)
- Amendment to the Sexual Harassment in Employment and Teaching Law (Law No. 8805 of 2010)
- Amendment of the Domestic Violence Law (Law No. 8925 of 2011)
- Anti-Trafficking Act (Act No. 9095 of 2012)
- Improper Relationships Act (Law No. 9406 of 2016)
- Law that amends Law No. 7586, the Domestic Violence Law of April 10, 1996 (Act No. 9692 of 2019)
- Anti-Street Sexual Harassment Law (Law No. 9877 of 2020)
- Amendment of the Law on the Penalization of Violence against Women and Penal Code No. 9975 (2021)

Country profile	
<p>Minimum age for employment</p> 	15 years
<p>Maximum number of hour of light work</p> 	For those over 15 years of age and under 18 years of age, the authorized working day is “6 hours a day and 36 hours a week”. The mixed working day must not exceed 10 p.m. Night work between 7 p.m. and 7 a.m. is prohibited, as well as working overtime or working cumulative hours
<p>Compulsory education</p> 	6 - 13 years old

List of main milestones		
2018	National Policy for Effective Equality between Women and Men in Costa Rica 2018 - 2030	A tool for coordination between institutions, as well as between institutions with civil society and private initiatives that contribute to the development of concrete actions to achieve the results envisaged in the four strategic axes of the PIEG policy, namely: 1) Culture of Rights for Equality; 2) Distribution of Time; 3) Distribution of Wealth; and 4) Distribution of Power. This implies a definition of public actions focused on such important areas as: employment, health and education of women, strengthening in each action the principle of non-discrimination and effective equality.
2018	Institutional Strategic Plan 2018 - 2022 of the Ministry of Labour and Social Security	It establishes a specific objective on the subject of <i>“Identifying the areas of greatest risk of child labour, through the development of coordination strategies that allow the implementation of policies and actions that have an impact on the prevention and care of child and hazardous adolescent labour”</i> .

List of main milestones

2017	IV World Conference on CL Eradication	The Government of Costa Rica undertakes to continue its efforts to become a child labour free country by coordinating with national institutions and strategic bodies in order to improve the mechanisms for collecting information and monitoring, which will allow for the proper identification, care and prevention of child labour through the implementation of the following strategies: 1. Implementation of a model for the identification of child labour risk, 2. Use of social maps to focus CL actions in high-risk territories, 3. Updating of the PEN - Roadmap to make CR a Child Labour free country, 4. Incorporation of child labour questions in the national population census.
2016	Board of Directors N°355-07-2016, minute N° 44-07-2016	Ratified by agreement of the Board of Directors No. 360-08-2016, minute No. 45-08-2016 dated 01 August 2016. Inter-institutional Cooperation Agreement between the Ministry of Labour and Social Security (MTSS) and the Joint Institute of Social Assistance (IMAS), in order to contribute to the eradication of Child Labour and Protection of Adolescent Workers. Creation of the TMC benefit for working minors (in Spanish, Personas Trabajadoras Menores de Edad).
2016	National Household Survey (ENAH0)	Module on Child and Adolescent Labour.
2015	National Development Plan 2015-2018	Sectoral objective for labour and social security. Reduce CL and its worst forms and adolescent labour.
2015	2030 Agenda for Sustainable Development	Costa Rica assumes the commitments of the SDGs. Among them, Target 8.7.
2015	Roadmap to make C.R. a country free of child labour and its worst forms	Programming 2015-2020. Special protection social policy resulting from the integration of current public and private interventions in a single effort (national agreement) that reorders national action towards children and adolescent workers.
2015	Regional Initiative Latin America and the Caribbean Free of Child Labour	Creation. Regional Initiative Latin America and the Caribbean Free of Child Labour is a commitment by the countries of the region to accelerate the pace of child labour eradication.

List of main milestones

2014	Law No. 9220 National Child Care and Development Network	The National Child Care and Development Network (Redcudi) has been established with the aim of setting up a child care and development system that is publicly accessible, universal and financed on a solidarity basis, linking the different modalities of public and private provision of child care and development services in order to strengthen and expand comprehensive child care alternatives.
2013	National Decent Employment Programme (PNTD)	Outcome 1.3: Roadmap 2010-2020 programming implemented to make Costa Rica a country free of child labour and its worst forms.
2012	Law No. 9095	Against trafficking in persons and creation of CONATT.
2011	National Household Survey (ENAHO)	Module on Child and Adolescent Labour.
2011	Executive Decree No. 36410	First Survey on the Use of Time in the Greater Metropolitan Area of Costa Rica (EUT-GAM).
2011	Roadmap to make Costa Rica a country free of child labor and its worst forms. Joint Programming 2011 - 2014	National agreement on the abolition of child labour and its worst forms in Costa Rica. It focuses on the special protection of children and adolescent workers and those at risk of becoming involved in child labour or victims of its worst forms (WFCL).
2011	Decree No. 36640-MTSS	Regulations to the Law on the Prohibition of Hazardous and Unhealthy Work for Adolescent Workers.
2011	Law No. 8922	Prohibition of hazardous and unhealthy work for adolescent workers.
2010	Law No. 8842	Modification of the Code of Childhood and Adolescence, Protection of the Rights of Adolescents in Domestic Work.
2009	National Policy for Children and Adolescents (PNNA) 2009 - 2021	In the area of education, guidelines are established for the protection of adolescent student workers and their retention in the education system. In the area of special protection, guidelines are established for the eradication of child labour and its worst forms.

List of main milestones

2009	Law No. 8720	Law on the protection of victims, witnesses and other parties involved in criminal proceedings, amendments and additions to the Code of Criminal Procedure and the Criminal Code.
2008	Guideline No. 09-2008	Procedure to be followed by any unit of the Ministry of Labour and Social Security for the care of working minors.
2008	Decree No. 34423 - MTSS	Protocol for Inter-agency Coordination for the Care of Underage Workers.
2008	Law No. 8.688	Creation of the National System for the Care and Prevention of Violence against Women and Domestic Violence.
2008	National Plan against commercial sexual exploitation of children and adolescents (ESCENNA) (2008-2010)	
2007	National Policy - Avancemos Program	The Conditional Cash Transfer Programme (PTMC) aims to promote the retention and reintegration into the education system of adolescents and young people between the ages of 12 and 25 from families living in poverty and social vulnerability. The programme was launched as a pilot project in 2006 and in 2007 it was consolidated as a national policy that is still in force.
2007	Law No. 8590	On strengthening the fight against the sexual exploitation of minors by amending and adding various articles to the Criminal Code, Act No. 4573, and amending various articles of the Code of Criminal Procedure, Act No. 7594.
2005	II National Plan of Action for the Prevention and Eradication of Child Labor and for the Special Protection of Adolescent Workers Costa Rica, 2005-2010	<i>"For a Childhood and Adolescence Free of Exploitation".</i>
2004	Executive Decree No. 385/004	Creation of the National Committee for the Eradication of Commercial and Non-Commercial Sexual Exploitation of Children and Adolescents (CONAPEES).

List of main milestones

2003	Decree No. 31461-MTSS	It amends Decree No. 27517-MTSS of December 9, 1998 and creates the National Steering Committee for the Prevention and Eradication of Child Labour and the Protection of Adolescent Workers in CR.
2002	National Household Survey (ENAHO)	The Child and Adolescent Labour Module identifies 17,246 children between 12 and 14 years of age who were in the labour force, and 66,009 children between 15 and 17 years of age; this means that approximately one out of every five minors participated in the labour market.
2001	"Regulation for Labor Contracting and Occupational Health Conditions for Adolescents" (Decree No. 29200-MTSS)	It establishes the working conditions that must prevail in the employment of adolescents, with special emphasis on the type of work allowed and the necessary working conditions, in order to protect their health, allow their physical, emotional and social development, and prevent the occurrence of accidents and occupational diseases.
2001	Law No. 8089	Adoption of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women.
2000	Decree No. 29220- MTSS	Regulations for the Employment and Occupational Health Conditions of Adolescents and the responsibility of OATIA is reiterated.
1999	Law No. 7899	Law against Commercial Sexual Exploitation.
1998	Decree No. 27516 - MTSS	The Office for the Attention and Eradication of Child Labour and Protection of Adolescent Workers (OATIA) is established as a permanent body attached to the National Directorate of Social Security of the Ministry of Labour and Social Security. The purpose of this body is to promote attention to and prevention of child labour and the protection and vindication of the rights of adolescent workers.
1998	Ley N°7739. Código de la Niñez y adolescencia (CNA)	Title II Chapter VII, entitled " <i>Special Regime for the Protection of Adolescent Workers</i> ". It defines child and adolescent labour, regulates the activities that are prohibited and restricted for adolescent workers, as well as the working hours, labour rights and the follow-up that the MTSS must provide to this population.

List of main milestones

1998	Household and Multipurpose Survey (EHPM)	Child and Adolescent Labour Module, noted that there were 147,087 minors engaged in income-generating activities, whether paid or unpaid; of these, one out of every two workers were under 15 years of age.
1998	National Commission against the Commercial Sexual Exploitation of Children and Adolescents (CONACOES)	Creation of the institution by Executive Decree.
1998	Law of the Republic No. 7801. National Women's Institute (INAMU)	The Legislative Assembly approved the transformation of the National Centre for the Development of Women and the Family into the National Women's Institute (INAMU). This is an autonomous and decentralized entity with a broad range of functions and powers. It also created the rank of Minister for the Status of Women, who will in turn assume the executive presidency of the Institute.
1997	Law No. 7648	Organic Law of the National Children's Institute.
1995	Law No. 7476	Sexual Harassment in Employment and Teaching Law.
1995	Reform of the Labor Code (1943)	Chapter Seven. On the work of women and minors.
1990	Law No. 7142 Labor Law	Law on the Promotion of Women's Social Equality.
1986	Establishment of the National Centre for the Development of Women and the Family	It is a governing body for national policies in favour of women, with legal personality and its own assets, attached to the Ministry of Culture.
1974	Establishment of the Office of Women's and Family Programmes of the Ministry of Culture, Youth and Sports	Body responsible for coordinating actions related to the holding of the First World Conference on Women in Mexico (1975).

ECUADOR



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Ecuador has ratified the ILO core conventions on child labour and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Ecuador. According to 2019 data from the National Institute of Statistics (INEC), child labour stands at 8.3%, with the agricultural sector accounting for the highest percentage of child labour in the country.

Over the last decades, the Ecuadorian State has progressively and systematically implemented, in its legal system and in its public policies, specific regulations to address child labour. It has also assumed human rights commitments arising from the



Ecuadorian State has progressively and systematically implemented, in its legal system and in its public policies, specific regulations to address child labour.



ratification of international instruments relating to gender equality and women's rights, –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women's movement playing a key role in promoting normative and political changes.

The Ecuadorian government is also committed to implementing the 2030 Agenda and its Sustainable Development Goals, key elements of which are gender equality (SDG 5) and decent work (SDG 8) and child labour Targets 8.7 and 16.2.








AGENDA 2030

The Ecuadorian government is also committed to implementing the 2030 Agenda and its Sustainable Development Goals.

Country profile ¹	
<p>Constitution</p> 	<p>Art. 11. Numeral 2. All persons are equal and shall enjoy the same rights, duties and opportunities. No one may be discriminated against for reasons of ethnicity, place of birth, age, sex, gender identity, cultural identity, marital status, language, religion, ideology, political affiliation, judicial background, socio-economic status, migratory status (...) The law shall punish all forms of discrimination</p> <p>Art. 17. The State shall guarantee to all its inhabitants, without any discrimination whatsoever, the free and effective exercise and enjoyment of the human rights established in this Constitution and in the declarations, covenants, conventions and other international instruments in force. It shall adopt, through permanent and periodic plans and programs, measures for the effective enjoyment of these rights</p> <p>Art. 23. Without prejudice to the rights established in this Constitution and in the international instruments in force, the State shall recognize and guarantee to individuals the following:</p> <p>Equality before the law. All persons shall be considered equal and shall enjoy the same rights, freedoms and opportunities, without discrimination on grounds of birth, age, sex, ethnicity, colour, social origin, language, religion, political affiliation, economic status, sexual orientation, health status, disability, or any other difference</p> <p>Art. 46.2. Special protection against any type of labour or economic exploitation</p> <p>Art. 66,3.b. The following is recognized and guaranteed: A life free of violence in the public and private spheres. The State shall adopt the necessary measures to prevent, eliminate and punish all forms of violence, especially against women, children and adolescents, the elderly, persons with disabilities and all persons in situations of disadvantage or vulnerability; identical measures shall be taken against violence, slavery and sexual exploitation</p> <p>Article 70. The State shall formulate and implement policies to achieve equality between women and men, through the specialized mechanism in accordance with the law, and shall incorporate the gender perspective in plans and programmes, and shall provide technical assistance for their mandatory application in the public sector</p>
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), ratified in 1990</p> <p>ILO Convention No. 138 on Minimum Age for Admission to Employment, ratified in 2000</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2000</p> <p>ILO Convention No. 123, Minimum Age (Underground Work), ratified in 1969</p> <p>ILO Convention No. 169 on Indigenous and Tribal Peoples, ratified in 1998</p> <p>ILO Convention No. 189 on Domestic Workers, ratified in 2013</p> <p>ILO Convention No. 190 on Violence and Harassment (2019), ratified in 2021</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1981</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1995</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2002</p>

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; national plans; the Gender Equality Observatory of Latin America and the Caribbean of ECLAC; the Ministry of Labour; State development plans; PETI; violence and different normative instruments.

Country profile	
<p>Highest government authorities related to gender</p> 	<p>National Council for Gender Equality</p>
<p>Specific regulations on types of gender-based violence</p> 	<ul style="list-style-type: none"> • Law No. 103 (Law against Violence against Women and the Family) of 1995 • Executive Decree No. 1981 of 2004 on combating trafficking in persons in all its forms is a priority policy of the State. • Executive Decree 1982. Regulations to the Law against Violence against Women and the Family of 2004. • Executive Decree No. 620, which aims to eradicate gender-based violence against children, adolescents and adult women in 2007. • Executive Decree No. 397. General Regulations of the Comprehensive Organic Law to Prevent and Eradicate Violence against Women of 2018 • Comprehensive Organic Law to Prevent and Eradicate Violence against Women of 2018 • Organic Reformatory Law of the Integral Criminal Code of 2019
<p>Minimum age for employment</p> 	<p>15 years</p>
<p>Maximum number of hours of light work</p> 	<p>Working hours for minors under 18 and over 15 years of age may not exceed 7 hours a day and 35 hours a week, while minors under 15 years of age may not work more than 6 hours a day and 30 hours a week, during which the employer is obliged to allow 2 hours a day to enable those who have not completed primary education to attend school</p>
<p>Compulsory education</p> 	<p>5 - 17 years old</p>

List of main milestones		
2020	Oficio No. STPTV-STPTV-2020-647-OF	Child labour is identified as one of the critical problems of the effects of the health emergency and with the greatest impact on families living in poverty, and the Sectoral Social Cabinet requests the Ministry of Labour and the Ministry of Economic and Social Inclusion to jointly prepare the "Intersectoral Strategy for the Prevention and Eradication of Child Labour" as a proposal for specific attention within the framework of the Social Protection Strategy.

List of main milestones

2020	National Strategy for the Prevention, Care and Protection of Persons in a Situation of Begging, Child Labour, Street Dwellers and Other Rights Violations	Formulated by the Ministry of Economic and Social Inclusion. Objective: to reduce the number of persons and families involved in begging practices and/or networks, as well as in situations of child labour, through prevention, awareness-raising, containment and support for the restitution of rights.
2020	National Plan for the Comprehensive Protection of Children and Adolescents 2030	It assumes the approach of the Doctrine of Integral Protection whose principles mark the new social and cultural vision of childhood and is the foundation of the Convention on the Rights of the Child, which will have the budgetary guidelines for its implementation and for the territorialisation of the policy.
2020	National Plan to Prevent and Eradicate Violence against Women: 2019 - 2025	Framework for prevention, care/protection and comprehensive reparation.
2020	National Agenda for Equality in Human Mobility (2017 - 2021) (CNIMH)	Approved in 2020. Highlights: ii) Prevention, care and reparation of rights of victims of trafficking and smuggling of migrants, where women and girls are usually the main victims of these crimes, for which actions related to the registration of victims, promotion of rights, change of socio-cultural patterns linked to gender violence against women, actions for comprehensive protection and reparation of rights to the victims of these crimes (CNIMH, 2020, pp. 95-99).
2019	Plan of Action against Trafficking in Persons 2019-2030 (PACTA)	Public policy that will govern the implementation of State actions, Civil Society and Intergovernmental and International Organizations on the issue of human trafficking in the period 2019 - 2030.
2019	Official Gazette No. 107. Organic Law Reforming the Comprehensive Criminal Code	
2019	Ministerial Agreement No. 124	Technical Standard of the Child Labour Eradication Service, approved by the Sectoral Council for Social Affairs and the Ministry of Economic and Social Inclusion.
2018	Executive Order No. 397	Regulation of the Comprehensive Organic Law to Prevent and Eradicate Violence against Women.

List of main milestones

2018	Comprehensive Organic Law to Prevent and Eradicate Violence against Women (Law 0, Official Gazette Supplement 175)	<p>The purpose of this Law is to prevent and eradicate all types of violence against women: girls, adolescents, young women, adult women and older women, in all their diversity, in the public and private spheres, especially when they are in multiple situations of vulnerability or risk, through comprehensive policies and actions for the prevention, care, protection and reparation of victims, as well as through the re-education of the aggressor and work on masculinities.</p> <p>Creates the "Comprehensive National System to Prevent and Eradicate Violence against Women".</p> <p>It considers trafficking as a type of gender-based violence (Art. 10 c).</p>
2018	National Agenda for the Equality of Peoples and Nationalities (CNIPN)	It is integrated in the context of the National Development Plan 2017 - 2021.
2018	National Agenda for Gender Equality "Of Women and LGBTI People - 2018 - 2021" (CNPIG)	Mandatory instrument of national planning and aligned with the National Development Plan 2017 - 2021, it becomes the macro strategy for mainstreaming the principle of gender equality and non-discrimination, both for public management and for the empowerment of subjects of rights, a fundamental element of the entire legal system and of the democratic political system.
2018	Presidential Provision No. 824	"Proposal for the eradication of child labour at the national level" and design of the intervention strategy for the eradication of child labour. The strategy is based on a differentiated and inclusive intersectoral policy with an intercultural and territorial approach, aimed at the effective eradication of child labour.
2018	Ministerial Agreement No. MDT-2018 - 0158	Child Labour Eradication Project - PETI. 2018 - 2021. Its mission is to implement public policies, programs and projects for the progressive eradication of child labour of children and adolescents (5 to 14 years of age); and regularize the labour status of adolescents (15 to 17 years of age), provided they are not performing hazardous activities.
2018	National Plan for the Prevention of Violence against Children and Adolescents and the Promotion of Positive Parenting	It coordinates with PETI and develops measures to strengthen the strategy for the prevention and eradication of child labour.
2017	National Agenda for Human Mobility 2017 - 2021	Guidelines for policy development with a cross-cutting, interdisciplinary and participatory perspective.

List of main milestones

2017	Organic Law on Human Mobility and Regulations	It includes a chapter (VI) on trafficking in persons and smuggling of migrants, which sets out the responsibilities of the State in terms of prevention, protection, care and reintegration of victims of trafficking in persons.
2017	National Development Plan 2017 - 2021 - Toda una Vida	Objetivo 1: Ensure a life of dignity with equal opportunities for all people Meta: Eradicate child labour in the 5-14 age group, reducing the figures from 4.9% to 2.7% by 2021.
2017	National Agenda for Intergenerational Equality (ANI) 2017 - 2021	It is an instrument aimed at addressing the issue of child labour in a comprehensive, rights-based manner. ANI Intergenerational addresses the problems of (i) children, (ii) adolescents, (iii) young people and (iv) the elderly in Ecuador; one of its related policies is: (i) to eradicate child labour, begging and street children.
2017	National Agenda for Disability Equality (National Council for Disability Equality)	Linked to the Axis: Access to Justice and Life free of violence.
2017	IV World Conference on Child Labour Eradication	1) Activate intersectoral brigades to rescue children and adolescents in order to locate, remove and protect children and adolescents subjected to the worst forms of work in the street, in companies, among others. 2) Create an intersectoral protocol for the prevention and eradication of child labour in Ecuador. 3) Continue to create opportunities for dialogue and commitments for the "National Roundtable for the Eradication of Child Labour", which meets every month to analyse progress in the area of child labour and then take immediate corrective measures.
2015	Ministerial Agreement No. MDT - 2015 - 0131	Hazardous Activities in the Adolescent Workplace.
2015	National Plan for the eradication of gender violence against children, adolescents and women	It considers that gender violence originates in asymmetrical power relations based on gender roles, that is, in the process of social and cultural construction of what is "masculine" and "feminine" that has produced and reproduced unequal power relations between women and men, which are reflected in public and private life, and throughout their life cycle.

List of main milestones

2015	2030 Agenda for Sustainable Development	Ecuador assumes the commitments of the SDGs; among them, Target 8.7.
2015	Ministerial Agreement MDT - 2015 - 131	Hazardous activities in the workplace of adolescents.
2015	Regional Initiative Latin America and the Caribbean Free of Child Labour	Creation. Regional Initiative Latin America and the Caribbean Free of Child Labour is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2014	National Agenda for Women and Gender Equality 2014 - 2017	
2012	Business Network for a Child Labour Free Ecuador (ETI)	The Ministry of Labour, the Ecuadorian Consortium for Social Responsibility - CERES and the <i>United Nations International Children's Emergency Fund</i> - UNICEF created the ETI Companies Network, whose objective is to commit private and public companies to the effective coordination and execution of social responsibility actions aimed at eradicating child labour in all their value chains.
2012	I Child Labour Survey - ENTI	In 2012, 360,000 children under 18 years of age were working, equivalent to 8.6% of this group; 42% were between 15 and 17 years of age, 5% of them only worked without studying, and the remaining 58% were between 5 and 14 years of age, an age range in which child labour is prohibited.
2008	National Plan for the Eradication of Gender Violence against Children, Adolescents and Women	It defines five strategic axes and their corresponding actions.
2008	National Forum "Eradicating Child Labour in Ecuador"	Completion of the PETI participatory process.
2008	National Plan for the Prevention and Eradication of Child Labour 2008 - 2013	It was constructed in the light of the 10-year National Plan for the Comprehensive Protection of Children and Adolescents, so that it sought from the outset to ensure consistency of actions with the national policy framework for the comprehensive protection of the rights of children and adolescents.
2008	Resolution No. 16 CNNA	List of hazardous activities and harmful working conditions prohibited to minors.

List of main milestones

2008	Ministerial Agreement No. MDT-2018-0158. Child Labour Eradication Project - PETI 2008-2021	The mission is to implement public policies, programmes and projects for the progressive eradication of child labour among children and adolescents (5 to 14 years of age); and to regularize the labour status of adolescents (15 to 17 years of age), provided that they are not engaged in hazardous activities in accordance with the provisions of Ministerial Agreement No. MDT-2015-0131.
2007	National Plan for the Eradication of Gender Violence against Children, Adolescence and Women (PNEVG)	
2007	National Development Plan 2007 - 2010	In its objective 6, which refers to guaranteeing stable, fair and dignified work, it establishes the following policy: 6.5. Eradicate child labour in the areas of economic activity at greatest risk.
2006	National Youth Employment Plan with a Gender Approach	It included an Immediate Action Plan for that year, and a Medium-Term Action Plan for the period 2006 - 2008.
2006	Second Survey on Child and Adolescent Labour	Twenty-five per cent of the working population under the age of 17 is between the ages of 5 and 11; 31 per cent between the ages of 12 and 14; and 45 per cent between the ages of 15 and 17.
2005	Ministry of Labour Agreement 0143	Which resolved to create a permanent Floricultural Social Forum (FSF) with the aim of achieving the progressive eradication of child labour in the floricultural sector and safeguarding the rights of children and adolescents.
2005	National Plan for the Prevention and Progressive Eradication of Child Labour in Ecuador PETI. Enacted by Ministerial Agreement. Official Gazette No. 173	Public policy instrument that guides the prevention and progressive eradication of child labour through a coordinated set of policies, programmes and actions aimed at addressing its causes and effects, from a perspective of social co-responsibility and restitution of the rights of children and adolescents.
2005	Official Gazette Supplement 167, Labour Code	Título VII Del Trabajo de mujeres y menores. Art. 134 - 151.
2004	Ten-year National Plan for the Comprehensive Protection of Children and Adolescents.	Among the policies provided for in the Ten-Year Plan, which has 29 policies, the following have a more direct bearing on child labour: Policy 9; Policy 16; Policy 17; Policy 18; Policy 20; Policy 27.

List of main milestones

2003	Law No. 2002 - 100	Childhood and Adolescence Code. Art. 81 to 95 Title V. On the work of children and adolescents.
2002	MERCOSUR Presidential Declaration on the Eradication of Child Labour	Document in which the presidents of the MERCOSUR countries assume specific commitments in the area of preventing and combating the economic exploitation of children and adolescents in the subregion, within the framework of the promotion of existing national plans in this area.
1997	Decree No. 792	Permanent establishment of the National Committee for the Progressive Eradication of Child Labour (CONEPTI).
1981	Legislative Resolution No. 000, published in Official Gazette 108 of October 27, 1981	Adoption of the Convention on the Elimination of All Forms of Discrimination against Women.

MEXICO



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Mexico has ratified the ILO core conventions on child labour and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Mexico. According to data from the 2019 National Survey on Child Labour (ENTI), out of the total population aged 5 to 17 years, 11.5% were in a situation of child labour, about 3.3 million. Of these 3.3 million children, they are composed of 1.8 million only in prohibited occupations, 262 thousand in prohibited occupations but also performing household chores in unsuitable conditions, as well as 1,3 million performing exclusively household chores in unsuitable conditions (INEGI, ENTI, 2019).



Mexico has also subscribed to international and regional instruments on gender equality and non-discrimination.

Mexico has also subscribed to international and regional instruments on gender equality and non-discrimination –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. This translates into a commitment to change towards a society of equality, where the gender and diversity agenda has been growing and permeating the State, with the struggle of the women’s movement playing a key role in promoting regulatory and political changes.



A commitment to change towards a society of equality, where the gender and diversity agenda has been growing.

Country profile¹

Constitution



The first chapter of the National Constitution establishes that all authorities have the obligation to promote, respect, protect and guarantee human rights and to give them the highest national normative rank. It also prohibits all types of discrimination

Art. 2. Everyone is entitled to all the rights and freedoms set forth in the Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status

Art. 3. Guarantees the right of Mexicans to receive education, which must be secular, free, democratic, national and high-quality. It obliges the Federation, the States, and the Municipalities to provide primary, secondary, high school and higher education

Art. 4. Establishes the equality of men and women before the Law

Art. 19. Any discrimination based on ethnic or national origin, gender, age, disabilities, social status, health conditions, religion, opinions, sexual preferences, marital status or any other that violates human dignity and aims to nullify or impair the rights and freedoms of individuals is prohibited

Art. 123. Fractions II, III and XI of the, prohibits work under 15 years of age, as well as unhealthy or dangerous work, night work and overtime; maximum working day of 6 hours per day for those over 15 years of age and under 16 years of age

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; national plans; the ECLAC Gender Equality Observatory for Latin America and the Caribbean; the National Institute of Statistics and Geography (INEGI); the Ministry of Labour and Social Security (STPS); and the Ministry of Labour.

Country profile

International Agreements



Convention on the Rights of the Child (CRC), ratified in 1989

ILO Convention No. 138 on Minimum Age for Admission to Employment, ratified in 2015

ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2000

ILO Convention No. 058 on Minimum Age (Sea) Convention (Revised), ratified in 1952

ILO Convention No. 190 on Night Work of Young Persons (Industry) Convention (Revised), ratified in 1956

ILO Convention No. 123 on Minimum Age (Underground Work) Convention, ratified in 1968

ILO Convention No. 189 on Domestic Workers Convention, ratified in 2020

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1981

Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1998

United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2003

Highest government authorities related to gender






National Women's Institute

Specific regulations on types of gender-based violence



- General Act on Women's Access to a Life Free of Violence (last amended 2020)
- Decree reforming Art. 11 of the General Law on Women's Access to a Life Free of Violence, 2018
- General Law for the Prevention, Punishment and Eradication of Crimes related to Trafficking in Persons and for the Protection and Assistance to Victims of Trafficking in Persons of 2012 (amended 2014, last amended 2018)
- Law to Prevent and Punish Trafficking in Persons, 2007
- Reform to Art. 325 of the Federal Criminal Code, 2013
- Decree reforming and adding various provisions of the Federal Criminal Code, the General Law on Women's Access to a Life Free of Violence, the Organic Law of the Federal Public Administration and the Organic Law of the Attorney General's Office of 2012
- General Law on Women's Access to a Life Free of Violence of 2007 (amended in 2011 and 2017)
- Decree to reform the Civil Code and the Criminal Code on domestic violence and rape of 1997

Country profile

<p>Minimum age for employment</p> 	<p>15 years</p>
<p>Maximum working hours for minors under 16 years of age.</p> 	<p>The working day of minors under sixteen years of age may not exceed six hours a day and must be divided into periods of no more than three hours. Between the different periods of the working day, they shall have breaks of at least one hour.</p>
<p>Compulsory education</p> 	<p>4 years - 18 years</p>

List of main milestones

<p>2021</p>	<p>National Strategy for the Prevention of Adolescent Pregnancy (ENAPEA)</p>	<p>The general objective of ENAPEA is to reduce the number of teenage pregnancies in Mexico with full respect for human rights, particularly sexual and reproductive rights. Its two main goals are: a) Reducing teenage pregnancy is one of the main goals of ENAPEA. To this end, it aims to reduce births among girls aged 10 to 14 years to zero and to reduce by 50 per cent the specific fertility rate for adolescents aged 15 to 19 years (TEF15-19) by 2030.</p>
<p>2021</p>	<p><i>Bienestar</i> scholarship for families with basic education</p>	<p>Program that provides a scholarship to families living in poverty, who have a member under 18 years of age enrolled in basic education, in order to contribute to their permanence and continuity of their studies.</p>
<p>2020</p>	<p>Communication No. 021/2020</p>	<p>The XXIV Ordinary Session of the Inter-Ministerial Commission for the Prevention and Eradication of Child Labour and the Protection of Adolescent Workers in Permitted Age (IITC), creates the emerging working group to prevent the increase of Child Labour before the COVID-19.</p>

List of main milestones

2019	Sectoral Program of the Ministry of Labour 2020 - 2024 of the Ministry of Labour and Social Welfare	<p>Derived from the National Development Plan 2019 - 2024. It establishes a series of priority strategies and specific actions.</p> <p>Priority Strategy 4.5 to promote actions that foster labour inclusion, training and productivity, equal opportunities, protection of minors of working age and the eradication of child labour.</p> <ul style="list-style-type: none"> • Promote practices that foster labour inclusion and equal opportunities with an anti-discrimination and gender perspective. • Promote actions for the protection of minors of working age and for the eradication of child labour, as well as the protection of agricultural day workers. • Organize meetings for consultation and social dialogue on training and productivity, where objectives are established and shared and mutually convenient commitments are made. • To generate collaboration agreements with the various actors linked to the world of work, in order to promote compliance with legal obligations in the area of training, under the principles of inclusion, non-discrimination and intersectionality. • To prepare diagnoses and regional and economic sectoral studies on training, labour productivity, the new labour model and the labour market, as well as decent work indicators and a gender perspective that make it possible to assess trends in the labour market. • Contribute to improving the working conditions of domestic workers from a gender and non-discrimination perspective.
2019	National Development Plan (2019 - 2024)	Implementation of cross-cutting gender policies.
2019	National Child Labour Survey (ENTI)	It provides up-to-date information on the magnitude of child labour and the socio-economic and labour characteristics of working children, and identifies the child population involved in unpaid domestic activities in their own households. It has information disaggregated by sex and economic activity.
2018	Law on the National Institute of Indigenous Peoples	It defines the normative guidelines that make it possible to conduct and guide public policies relating to indigenous and Afro-Mexican peoples within the framework of the Federal Public Administration.
2018	General Law for Equality between Women and Men	It establishes measures for the distribution of competencies and inter-institutional coordination for the elimination of violence against women, among other objectives. It also establishes the obligation of the National Policy on Equality between Men and Women to adopt the necessary measures for the eradication of violence against women.
2017	IV International Conference on the Sustainable Elimination of Child Labour	Has not made any commitments or promises.

List of main milestones

2016	Montevideo Strategy	<p>Strategy for the Implementation of the Regional Gender Agenda in the Framework of Sustainable Development towards 2030.</p> <p>The Regional Gender Agenda comprises the commitments of the Governments of Latin America and the Caribbean to women's rights, autonomy and gender equality adopted at the meetings of the Regional Conference on Women in Latin America and the Caribbean, from the first Regional Conference on the Integration of Women into the Economic and Social Development of Latin America (Havana, 1977) to the present, in the terms in which the Governments of the region have adhered to them, as set out in 40 years of the Regional Gender Agenda¹ and in accordance with their current legislation.</p>
2015	2030 Agenda for Sustainable Development	Mexico assumes the commitments of the SDGs; among them, Target 8.7.
2015	Mexican Standard NMX-R-025-SCFI-2015 on Labour Equality and Non-Discrimination	It is a voluntary mechanism to recognize workplaces that have practices in the area of labour equality and non-discrimination, in order to favour the integral development of workers.
2014	Campaign "Mexico without Child Labour" (MEXSTI) (Three editions: 2014, 2015, 2016)	Commissioned by the Ministry of Labour and Social Welfare (STPS), it offers free and voluntary recognition by the Ministry of Labour and Social Welfare for private workplaces, trade unions, civil society organizations and institutions of the federal, state and municipal public administration throughout the country that implement good labour practices that contribute to the prevention and eradication of child labour, as well as the protection of adolescent workers of the permitted age, in order to guarantee the human rights of children and adolescents, in the light of the national and international legal framework. The Distinction is valid for three years, with the possibility of renewal.
2014	Federal regulation on safety and health at work	Title four, special precautions in matters of safety and health at work, chapter two, protection of under-age workers. Art. 61, 62 and 63.
2014	National Program for the Prevention, Punishment and Eradication of Crimes related to Trafficking in Persons and for the Protection and Assistance to Victims of these Crimes 2014 - 2018	It presents a prevention modality that is fundamentally aimed at reducing the risks of victimization. This preventive approach is based on the generation of public policies that seek to alert the population to the characteristics and modalities of the various types of trafficking and persons, since the conditions in which the crime is committed and the particular circumstances of the victims make it difficult, unlike other crimes, for society to identify it, facilitating the operation of traffickers, given the defenselessness of the victims.

List of main milestones

2014	Gesneral Law on the Rights of Children and Adolescents, (reformed in 2017, 2021)	Its objective is to guarantee a comprehensive, cross-cutting approach, with a human rights and gender perspective, as specified in its Art. 37, in order to guarantee substantive equality, the authorities must mainstream a gender perspective in all their actions and ensure the use of non-sexist language in their official documents. Art. 38, 39 and 42 establish that " <i>children and adolescents have the right not to be subjected to any discrimination of their rights on the basis of gender, and that the authorities shall adopt measures to eliminate customs, habits, cultural practices or prejudices that threaten the equality of children and adolescents on the basis of gender or that promote any type of discrimination, taking into account the best interests of the child</i> ".
2014	Labour Inspection Protocol on the Eradication of Child Labour and Protection of Permitted Adolescent Labour	Its purpose is to establish the procedure for monitoring compliance with current labour regulations on child labour, in order to contribute to its prevention, detection and eradication, as well as to strengthen the protection of adolescent labour of the permitted age. Section 2 specifically mentions the principle of equality: " <i>The human rights protected by the prohibition of child labour and the protection of permissible adolescent labour apply to all human beings regardless of any temporal, spatial, political or cultural context, without any distinction based on age, sex, sexual preference, membership of an indigenous people, disability or other characteristics that may place them in a situation of discrimination. All discrimination is therefore prohibited. In view of the special vulnerability to which some groups or persons may be exposed, universality is based on a concept of equality and non-discrimination, the basis of which is the recognition of differences</i> ".
2014	Regional Initiative Latin America and the Caribbean Free of Child Labour	Creation. Regional Initiative Latin America and the Caribbean Free of Child Labour is a commitment by the countries of the region to accelerate the pace of eradication of child labour.
2013	Programme for the certification of workplaces in rural areas with the "Child Labour Free Agricultural Enterprise" label	Publicly recognizes the agricultural workplaces throughout the country that have adopted and apply in their areas and processes a policy of child care and protection, through which they reject the use of child labour and implement actions for the full development of the children of day labourer families.
2013	Inter-Ministerial Commission for the Prevention and Eradication of Child Labour and the Protection of Adolescent Workers of Permitted Age (CITI)	Its objectives are to design, implement and evaluate policies, programmes and actions aimed at preventing and eliminating child labour.
2013	National Development Plan 2013 - 2018	In the national goals called Prosperous Mexico and Mexico an actor with Global Responsibility, in the first of them are the strategies and lines of action to be implemented for the eradication of child labour and protection of adolescent labour allowed.

List of main milestones

2013	Creation of the Inter-Secretarial Commission	Responsible for defining and coordinating the implementation of a State Policy on Trafficking in Persons, and other objects provided for in the General Law to Prevent, Punish and Eradicate Crimes related to Trafficking in Persons and for the Protection and Assistance to Victims of these Crimes (Art. 84).
2013	Regulation of the General Law to Prevent, Punish and Eradicate Crimes in the Area of Trafficking in Persons and for the Protection and Assistance to Victims of these Crimes	Its purpose is to establish the bases of coordination of the Federal Government for the prevention, attention, investigation, prosecution, eradication and punishment of crimes related to trafficking in persons.
2012	General Law for the Prevention, Punishment and Eradication of Crimes related to Trafficking in Persons and for the Protection and Assistance to Victims of Trafficking in Persons (amended 2014, last amended 2018)	Establishes competences and forms of coordination for the prevention, investigation, prosecution and punishment of crimes related to trafficking in persons between the Federal, State, Federal District and Municipal Governments; establishes criminal offences related to trafficking in persons and their penalties; determines the criminal procedures applicable to these crimes; distributes competences and forms of coordination in matters of protection and assistance to the victims of the crimes covered by this Law; repairs the damage to the victims, etc.
2009	National Occupation and Employment Survey (IVT)	Fourth Child Labour Module (MTI) as an annex. Used two questionnaires: one aimed at the population aged 5 to 11 years and the other for those aged 12 to 17 years.
2008	Regulation of the General Law on Women's Access to a Life Free of Violence (last reform 2014)	
2007	National Occupation and Employment Survey (IVT)	For the first time, data were obtained by size of locality and for each of the country's states.
2006	General Law for equality between women and men	Its purpose is to regulate and guarantee equality of opportunity and treatment between women and men, to propose institutional guidelines and mechanisms to guide the Nation towards the achievement of substantive equality in the public and private spheres, promoting the empowerment of women and combating all gender-based discrimination.
2003	Federal Law to Prevent and Eliminate Discrimination	Last reform of 2016.

List of main milestones

2001	CEDAW Protocol	In Mexico, the Senate approved the Optional Protocol on 14 December 2001 and it entered into force on 15 June 2002.
2001	Creation of the National Institute for Women (INMUJERES)	Responsible for coordinating national policy on equality between women and men, and for promoting gender mainstreaming in the regulatory framework, planning instruments, programmes, etc.
1999	National Employment Survey (IIT)	Inclusion of Child Labour Module.
1997	Sub-sample of the National Employment Survey, Indigenous Areas (IIT)	Household Survey. Inclusion of Child Labour Module.
1981	Ratification of CEDAW	
1970	Federal Labour Law (last reform 2015)	Title Five Bis. Child labour. Art. 22, 23, 173-180, 362, 372, 995, detail the rights of children and adolescents with respect to employment. Art. 175 and 176 specify hazardous and unhealthy work and establish restrictions on working hours and working hours in specific economic sectors.
1931	Federal Criminal Code (last reform 2017)	Art. 200, 201A, 202, 203, 203A, 204, 205A, 209A.

PANAMA



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Panama has ratified the fundamental ILO conventions on child labour and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Panama. According to data provided by the latest Child Labour Survey (ETI) of 2016, it was estimated that the population between 5 and 17 years of age found in child labour reached 23,855 minors throughout the national territory, which represents a decrease compared to the previous survey that recorded 26,710 minors in that condition.

Panama has also harmonized its regulations in accordance with international and regional instruments –such as the CEDAW and its Protocol, the programmatic documents emanating from the world



The population between 5 and 17 years of age found in child labour, represents a decrease compared to the previous survey.

conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women’s movement playing a key role in promoting normative and political changes.



Panama has also harmonized its regulations in accordance with international and regional instruments.

Country profile¹

Constitution









Art. 19. There shall be no charters or privileges or discrimination on the grounds of race, birth, disability, social class, sex, religion or political ideas

Art. 56. The State protects marriage, maternity and the family. The law shall determine the marital status. The State shall protect the physical, mental and moral health of minors and shall guarantee their right to food, health, education, social security and social welfare

Art. 70. The maximum working day may be reduced to six hours a day for those over fourteen and under eighteen years of age. Work is prohibited for minors under fourteen years of age and night work for minors under sixteen years of age, with the exceptions established by law. The employment of minors up to fourteen years of age as domestic servants and the employment of minors and women in unhealthy occupations is also prohibited

Article 91. All children, adolescents and young people living in the country have the right to receive a comprehensive education from the State, without discrimination of any kind

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; National Plans; the Gender Equality Observatory of Latin America and the Caribbean of ECLAC; LATINNO; the Statistics and Census Directorate of the Comptroller General’s Office; MITRADEL - CETIPPAT; State Plans and different normative instruments on child labour; trafficking in persons, labour, education, etc.

Country profile	
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), ratified in 1990</p> <p>ILO Convention No. 138 on Minimum Age for Admission to Employment, ratified in 2000</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2000</p> <p>ILO Convention No. 077 on Medical Examination of Young Persons (Industry), ratified in 1971</p> <p>ILO Convention No. 078 on Medical Examination of Young Persons (Non-Industrial Employment), ratified in 1970</p> <p>ILO Convention No. 189 on domestic workers, ratified in 2015</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1981</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1995</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2004</p>
<p>Highest government institutions related to gender</p> 	<p>National Women's Institute</p>
<p>Specific regulations on types of gender-based violence</p> 	<ul style="list-style-type: none"> • Law No. 202 of 2021 on political violence • Executive Order 100 of 2017 Femicide • Law No. 82 of 2013 • Anti-Trafficking and Related Activities Act No. 79 of 2011 • Law No. 14 of 2007 • Law No. 16 of 2004 on the Prevention and Elimination of the Commercial Sexual Exploitation of Minors in Central America, Panama and the Dominican Republic • Law No. 38, amending and adding articles to the Criminal and Judicial Code on domestic violence and abuse of children and adolescents of 2001 • Domestic Violence and Child Abuse Offences Act No. 27 of 1995
<p>Minimum age for employment</p> 	<p>14 years old</p>
<p>Light work</p> 	<p>The legal instruments permit the work of minors in light work, provided that the restrictions are complied with according to the established ages, minimum parameters of activities, working conditions, and guarantees not to affect health and education.</p>
<p>Compulsory education</p> 	<p>4 - 18 years old</p>

List of main milestones

2021	Law No. 202	Amends Law No. 82 of 2013, describing behaviours constituting political violence against women, spheres in which it takes place and perpetrators. It also amends Law No. 7 of 2018, establishing measures in favour of women victims of violence (special work permits and relocation of the aggressor while the investigation of the facts lasts).
2018	Law No. 7	Adopts measures to prevent, prohibit and punish discriminatory acts and establishes other provisions. Its purpose is to prevent, prohibit and punish discriminatory acts and acts of violence that violate the honour, dignity and physical and psychological integrity of persons.
2017	National Plan against Trafficking in Persons 2017 - 2022	The National Plan against Trafficking in Persons (PNTdP) revolves around the following strategic guidelines: prevention, awareness-raising and sensitization; care and protection of victims; prosecution of the crime; international cooperation; and implementation, follow-up and monitoring.
2017	CL Monitoring System (SMTI) and Information Platform	New instruments
2017	IV World Conference on Child Labour Eradication	The Government of the Republic of Panama, Employees and Workers Organizations, commit to increase their efforts to achieve Target 8.7 to be the first country in Latin America to eliminate child labor, by incorporating into the national strategy, local governments, civil society organizations, in an initiative to build CL-free territories, implementing mechanisms to monitor the results of the actions. 1. Increase tripartite efforts to achieve Target 8.7 of the SDGs to be the first country in Latin America to eliminate child labor, governments and civil society organizations, in an initiative for the construction of territories free of child labor. 2. Incorporate I.T. strategies in the framework of the ILO XIX Agenda to be held in Panama in October 2018.
2017	Executive Order No. 100	Regulates the law criminalizing femicide and violence against women: the provisions of Law No. 82 of 2013, which adopts measures to prevent violence against women and reforms the Criminal Code to criminalize femicide and punish acts of violence against women, with the aim of making its regulations effective, strengthening institutional mechanisms and establishing procedures, for its implementation.
2016	Law No. 60	Amends Law No. 29 of 2002 on pregnant minors and establishes other provisions.
2016	PPIOM Action Plan (Equal Opportunities for Women Policy) 2016 - 2019	It is made up of a total of ten intervention axes which, in turn, contain a series of strategic guidelines and objectives. It considers the priorities of the Government's Strategic Plan 2015- 2019.

List of main milestones

2016	Child Labour Survey (ETI)	It estimated that the population between 5 and 17 years of age found to be working as children reached 23,855 minors nationwide, which represents a decrease compared to the previous survey that recorded 26,710 minors in that condition.
2016	Executive Decree No. 1	Amending and adding articles to Executive Decree No. 19 of 12 June 2006, which approves the list of Hazardous Child Labour, within the framework of the Worst Forms of Child Labour.
2015	National Decent Work Programme (PNTD)	Priority 1: Promote and enforce standards and principles, fundamental rights at work.
2015	Government Strategic Plan 2015- 2019, "One Single Country"	It is based on four fundamental axes: a Social Strategy, an Economic Strategy, a Five-Year Investment Plan and Financial Programming.
2015	2030 Agenda for Sustainable Development	Panama takes on the commitments of the SDGs. Among them, Target 8.7.
2015	Programming Roadmap for 2015 - 2019 for the prevention and eradication of Child Labour	National Operational Strategy. Programming 2016-2019 of results, with the description of activities, short-term actions, indicators by institution along with the resources (financial and in-kind) available institutionally and by dimension of the Roadmap.
2015	Latin America and the Caribbean Free of Child Labour Regional Initiative	Creation. The <i>Latin America and the Caribbean Free of Child Labour Regional Initiative</i> is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2013	Executive Decree No. 107. Committee for the Eradication of Child Labour and Protection of Adolescent Workers (CETIPPAT)	An advisory body on the eradication of child labour and the protection of adolescent workers, which formulates indicators in this area and coordinates and agrees on policies. To this end, CETIPPAT formulates, implements and monitors a road map containing programmes and projects aimed at eradicating child labour and improving the socio-labour conditions of adolescent workers. Under the direction of the Ministry of Labour (MITRADEL).
2013	Law No. 82	It adopts measures to prevent violence against women and reforms the Criminal Code to criminalize femicide and punish acts of violence against women.

List of main milestones

2012	Executive Decree No. 244 of 18 December	Adopts the Public Policy on Equal Opportunities for Women. INAMU is responsible for promoting policy aimed at bringing about structural changes conducive to gender equality. As part of this responsibility, it has designed the Public Policy for Equal Opportunity for Women (PPIOM).
2012	Executive Order No. 464	The National Plan against Trafficking in Persons is approved as the guiding principle of the National Policy against this crime, to be implemented by the National Commission against Trafficking in Persons.
2011	Law No. 79, on trafficking in persons and related activities	Adopts measures for the prevention of victimization, re-victimization and protection and assistance to victims and possible victims of trafficking in persons, Panamanian or foreigners in Panamanian territory, or transferred to the national territory and Panamanians abroad. Special attention will be given to women and minors (Article 3).
2010	Roadmap to make Panama a country free of CL and its worst forms	Document prepared jointly by the government, employers' organizations, workers' organizations and civil society organizations in Panama; it provides the basis for strategic programming and links between the different public policies and complementary interventions with direct and indirect impact on the prevention and eradication of child labour and combating its worst forms, and on the protection of adolescent workers.
2010	Directorate against Child Labour and Protection of Adolescent Workers (DIRETIPPAT)	The Department of Attention to Child Labour is elevated to the rank of National Directorate, named: Directorate against Child Labour and Protection of Adolescent Workers (DIRETIPPAT).
2010	Third Child Labour Survey	It provides reliable and comparable data that make it possible to know the dimension and characteristics of child labour; it contributes to the generation of knowledge and promotes analysis on the subject.
2009	Executive Decree No. 36 amending and repealing articles of Executive Decree No. 31 of 16 April 2001 "Creating the National Gender Training System"	
2009	Decree No. 27 of 30 April	Establishing the National Council for Women.

List of main milestones

2009	Law No. 14	Creation of the National Secretariat for Children, Adolescents and the Family (SENNIAF). Decentralized and specialized public entity of the State, responsible for coordinating, articulating, executing and monitoring compliance with policies for the comprehensive protection of the rights of children and adolescents. It has a CL Prevention and Eradication Programme.
2008	Act No. 71	The National Council for Women (CONAMU) is promoting the creation of the National Women's Institute (INAMU). One of the main purposes of the law creating the entity is to consolidate it as the governing body for public policies on equal opportunities for women, in order to coordinate responses to eradicate the social, political, economic, cultural and legal conditions that impede the full enjoyment and development of women's rights.
2008	Second Child Labour Survey	An instrument that collects information directly from children aged 5-17 on their participation in economic activities and working conditions.
2008	Law No. 26	Adds article 176-A to the Criminal Code, related to sexual exploitation and aggravating the penalty in case the victim is a minor.
2007	Law No. 22	Adopts measures for the protection of minors in relation to the exhibition and production of pornographic material.
2007	Law No. 14	Enacts the new Criminal Code: incorporates increased prison sentences for the crime of domestic violence and also increases protection for victims.
2007	Plan for the Eradication of Child Labour and Protection of Adolescent Workers 2007 - 2011	Prevent and eradicate child labour, especially its worst forms immediately, and protect adolescents involved in the labour market.
2006	Health Policies and Strategies 2005 - 2009	It establishes seven operational pillars to achieve health impacts in the country. Related to the target group of the National Plan is the pillar of comprehensive child and adolescent health, which refers to "the prioritization of health actions aimed at the child and adolescent population, without exclusion, to have a favourable impact on the reduction of damage to health".
2006	Executive Decree No. 19	Approves the list of hazardous CL, in the framework of the worst forms of CL

List of main milestones

2006	Strategic Vision of Economic Development and Employment towards 2009 (Ministry of Economy and Finance)	It sets out the five pillars that guide economic and social policy and has a direct impact on the reduction of child labour.
2005	Executive Decree No. 37 of 21 June 2005 "amending certain articles of Executive Decree No. 25 of 15 April 1997, as amended by Executive Decree No. 9 of 21 April 1998 and Executive Decree No. 18 of 19 July 1999"	The Committee for the Eradication of Child Labour and Protection of Adolescent Workers (CETIPPAT) is established "as a permanent body responsible for advising, uniting and coordinating policies for the prevention, care and social protection of children and young people, as well as for the prevention, care, protection and monitoring of the working conditions of persons over the minimum working age".
2005	Law No. 51	Reforms the Organic Law of the Social Security Fund and dictates other provisions; employers who hire the services of adolescents must guarantee their rights to social security; likewise, minors - whether or not they are economically active - are entitled to the health services of the Social Security Fund (CSS) when they are registered as dependents of their parents who are listed as directly insured when contributing to the system. Arts. 81, 132, 138, 139, 182.
2004	Law No. 16 on the prevention and classification of offences against sexual integrity and freedom, and amending and adding articles to the Criminal and Judicial Codes	Its objective is to protect minors from any manifestation of sexual exploitation, in all its forms, by establishing preventive and punitive norms, in accordance with the best interests of children and adolescents, their comprehensive protection and the guiding principles of the Constitution, Book Three of the Family and Children's Code, and the international treaties and conventions on the subject that have been approved and ratified. Establishment of the National Commission for the Prevention of Crimes of Sexual Exploitation (CONAPREDES).
2004	National Plan against Domestic Violence and Citizen Coexistence Policies 2004 - 2014	This instrument seeks to comply with the legislation that has been adopted to recognize, prevent and punish all forms of violence against women and overcome sociocultural, institutional and legal obstacles, and to address the multiple dimensions of the problem of domestic violence and the eradication of violence against women, as well as the promotion of a life free of violence. The Plan was structured around five main areas of action.
2003	National Plan of Action for Children and Adolescents 2003 - 2006	Ministry of Social Development (MIDES), Directorate for Children and Adoption. The sixth axis "defence and protection: respecting and restoring rights" contains measures to eradicate CL and monitor adolescent labour; to eliminate abuse and ill-treatment in all its forms; and to eradicate commercial and non-commercial sexual exploitation of children and adolescents.
2002	Public Policy for Equal Opportunities for Women (PPIOM)	

List of main milestones

2002	Equal Opportunities Plan for Women (PIOM) 2002 - 2006	It specifically notes the action to promote the elimination of CL in private households, coffee, sugar cane, banana and other farms (AII-1.2.9).
2002	Targeted Public Policy on Child Labour, Sexual Exploitation and Street Children	
2002	Ministerial Resolution	Creation of the Department of Attention to CL and Protection of Child Workers, within the National Directorate of Labour Inspection. Likewise, by Executive Decree, the National Network of Experts in Health and Safety against Dangerous CL (TIP Network) is created.
2001	Executive Decree No. 443 of 5 November 2001	That guarantees the continuity and completion of studies for pregnant minors.
2001	Law No. 38, which amends and adds articles to the Criminal and Judicial Code on domestic violence and abuse of children and adolescents	Amends the Domestic Violence Law and makes sexual harassment an offence punishable by one to three years imprisonment.
2001	Executive Decree No. 31 of April 16	Creation of the national gender training system.
2000	Law No. 6	It establishes the mandatory use of gender-sensitive language, content and illustrations in school works and textbooks.
2000	Laws No. 17 and 18	Ratification of ILO Conventions Nos. 138 and 182.
2000	First National Survey on Child Labour (ETI)	Statistics and Census Directorate (DEC) of the Office of the Comptroller General of the Republic (CGR) and the Ministry of Labour and Labour Development (MITRADEL).
1999	Equal Opportunities Law No. 4	Institutes Equal Opportunity for Women.
1995	Law No. 27 on Domestic Violence and Child Abuse Offences	The offences of domestic violence and child abuse are criminalized. In addition, the law mandates the creation of specialized units for the victims of these crimes and reforms and adds articles to the Criminal and Judicial Code, among other measures.

List of main milestones

1994	Family and Children's Code, Law No. 3	In force since 1995, it deals with the work of minors in articles 498 to 513 in Title V, which emphasize the prohibition of work at ages under 14 and under 18 in hazardous jobs.
1981	CEDAW	Adoption of the Convention on the Elimination of All Forms of Discrimination against Women.
1971	Labour Code (as amended by Act No. 44 of 1995)	It addresses the issue of underage workers in articles 117 to 125 of section II, Chapter II, section II, on the minimum age for employment.
1946	Organic Law No. 47 of 1946 on the Ministry of Education, with additions and amendments introduced by Law No. 34 of 6 July 1995	Education is a powerful and influential element in the fight against child and adolescent labour.

PERU



Most countries have adopted Laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Peru has ratified the ILO core conventions on child labour, and has brought its legislation on children and labour issues into line with these international standards. Child labour is prohibited in Peru. According to data from the ETI 2015, in that year, 26.1% (1 million 974,400) of the country's children and adolescents were engaged in some economic activity. In rural areas, 52.3% of the population aged 5 to 17 years participated in economic activity; while in urban areas it was 16.2%. By age group, 12.1 per cent of the population aged 5 to 9 years worked, followed by 29.3 per cent of those aged 10 to 13 years and 40.5 per cent of those aged 14 to 17 years. The participation of children and adolescents was 27.7 per cent and 24.2 per cent in the case of girls and adolescents.



Peru has brought its legislation on children and labour issues into line with these international standards.

Peru has also harmonized and made a transposition of the international and regional commitments assumed regarding gender equality and women's rights –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the role of the women's movement's struggle being key in its development, which has promoted normative and political changes.



The gender and diversity agenda has been growing and permeating the State, with the role of the women's movement's struggle.

Country profile¹

Constitution



Art. 2. Fundamental rights of the person. Every person has the right: 2. To equality before the Law. No one shall be discriminated against on the grounds of origin, race, sex, language, religion, opinion, economic or any other status

Art. 2 paragraphs 2, 15 and 24b. Establishes that everyone has the right to equality before the Law, to work freely subject to the Law, and to personal liberty and security, and that slavery, servitude and human trafficking in any form are prohibited

Art. 4. The community and the State especially protect children and adolescents

Art. 23. Work, in its various forms, is the object of priority attention by the State, which protects especially working mothers, minors and disabled persons

Fourth final and transitional provision: The norms relating to rights and freedoms are interpreted in accordance with the Universal Declaration of Human Rights and with the international treaties and agreements on the same subjects ratified by Peru

Art. 13. Education and freedom of education. The aim of education is the integral development of the human person. The State recognizes and guarantees freedom of education. Parents have the duty to educate their children and the right to choose the centres of education and to participate in the educational process

Art. 17. Compulsory initial, primary and secondary education. Initial, primary and secondary education are compulsory

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; National Plans; the Gender Equality Observatory of Latin America and the Caribbean of ECLAC; the National Household Survey (ENAHU) of the National Institute of Statistics and Informatics (INEI); national policies on employment, trafficking, equality, youth, children, etc.; state plans; and different normative instruments.

Country profile

International Agreements



Convention on the Rights of the Child (CRC), ratified in 1990

ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 2002

ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2002

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1982

Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1996

United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2002

ILO Convention No. 189 on domestic workers, ratified in 2018

Highest government authorities related to gender





Ministry of Women and Vulnerable Populations

Specific regulations on types of gender-based violence



- Law No. 31.155 of 2021
- Legislative Decree No. 1470 of 2020
- Law No. 30.926 of 2019
- Legislative Decree No. 1,410, which incorporates the crime of harassment, sexual harassment, sexual blackmail and dissemination of images, audiovisual materials or audios with sexual content to the Criminal Code, and gives other provisions of 2018
- Legislative Decree creating the National Specialized Justice System for the Protection and Punishment of Violence against Women and Family Members of 2018
- Law No. 30.862 of 2018
- Legislative Decree on Femicide No. 1323 of 2017
- Supreme Decree No. 001, which approves the Regulation of Law No. 28.950, "Law against trafficking in persons and smuggling of migrants", of 2016
- Law to prevent, punish and eradicate violence against women and family members 30364 of 2015
- Law No. 30.314 to prevent and punish sexual harassment in public spaces of 2015
- Law No. 30.068 Amends the 2011 Femicide Law and reforms the Criminal Code
- Law No. 29.819 amending Art. 107 of the Criminal Code of 2011
- Law No. 28.950 against trafficking in persons and smuggling of migrants of 2007
- Law No. 28.251 of 2004
- Law No. 27.942 (Law on the Prevention and Punishment of Sexual Harassment) of 2003
- Law No. 27.016, which amends Art. 29 of the single ordained text of Law No. 26.260 on protection against family violence of 1998
- Law No. 26.260 (Law on Protection against Family Violence) of 1993
- New Criminal Code, which amends the 1991 treatment of crimes of sexual violence

Country profile

<p>Minimum age for employment</p> 	<p>14 years old</p> <p>Minimum age to perform light work: 12 years old</p>
<p>Compulsory education</p> 	<p>4 - 16 years old</p>

List of main milestones

2021	Supreme Decree No. 007-2021-MIMP, Multisectoral National Policy on Disability for Development to 2030	Ensures the participation of persons with disabilities, of working age, in dependent or independent economic activities, containing guidelines; and ensures that persons with disabilities develop their competencies on an equal opportunity basis.
2021	Supreme Decree No. 013-2021-TR	The Ministry of Labor and Employment Promotion published the National Policy for Decent Employment (PED), which aims to provide the framework and guidelines for multisectoral action to address the problem of the lack of decent employment, a priority for the government. The norm establishes as characteristics of decent employment: compliance with fundamental labour rights; access to a fair income proportional to the effort made; work without any type of discrimination, mainly gender discrimination.
2021	Ministerial Resolution No. 170-2021-MIMP	Approves the Technical Document " <i>Conceptual Framework on Care</i> ". Identifies the main elements to be taken into account for adequate decision-making in the process of implementing the National Care System with a focus on gender, human rights, interculturality, intersectionality, intergenerational, life course, disability and gerontology for people who require care and caregivers, considering the overcoming of the current sexual division of labour, in a context in which the State, market, community and family contribute actively, under a logic of co-responsibility.

List of main milestones

2021	Regulation of Law No. 31.047	Regulates paid domestic work within the framework of the provisions of Law No. 31.047, Law on Domestic Workers. It establishes definitions and principles, forms of provision of domestic work, registration, hiring and its content, payment of remuneration, among others. It also creates the Registry of Domestic Work.
2019	National Gender Equality Policy, approved by Supreme Decree No. 008-2019-MIMP	It addresses both the causal factors and the effects of structural discrimination against women; establishing as Priority Objective 4 to guarantee the exercise of women's economic and social rights; having as Guideline 4.3. the strengthening of women's formal labour insertion.
2019	Supreme Decree No. 013-2019-MINEDU. National Youth Policy	It establishes –among others– Priority Objective 1: <i>"To develop competencies in the educational process of the young population, aimed at achieving the comprehensive development of the young population through the educational component in the framework of the life cycle"</i> ; and Objective 2: <i>"To increase the access of the young population to decent work, which will allow achieving the comprehensive development of the young population through the work component"</i> .
2018	2018. Law No. 30709	Law prohibiting pay discrimination between men and women.
2018	Supreme Decree No. 056-2018-PCM	Approves the General Policy of Government to 2021, which includes the priority axes and guidelines of government to 2021 and is developed on 5 interrelated axes that are consistent with the framework of policies and plans of the country. They include 18 priority guidelines. Thus, Axis 3 "Equitable, competitive and sustainable economic growth" includes Guideline 3.6 <i>"Promote the generation of formal and quality employment, with emphasis on young people"</i> .
2017	IV World Conference on CL Eradication	The Ministry of Labour and Employment Promotion of Peru undertakes to design in 2018 and implement in 2019 a National Programme aimed at people between 14 and 17 years of age in a situation of hazardous work, whose objectives will be: 1) To promote their insertion in permitted activities, with social protection, and 2) To provide, in parallel, training programmes in soft skills, technical training and entrepreneurship management, to improve their chances of accessing formal and productive employment when they reach they reach the legal age. This programme will be implemented in partnership with regional and local governments, will focus on rural areas, and will pay particular attention to intercultural and gender approaches.

List of main milestones

2017	Supreme Decree No. 005-2017-MIMP, which provides for the creation of a mechanism for gender equality in the entities of the National and Regional Governments	Creation of a commission, committee or working group for gender equality in the public entities of the national and regional governments. The purpose of the mechanism is to coordinate, articulate and oversee the incorporation of the gender perspective in institutional policies and management, in order to promote the closing of gender gaps and equality between women and men, within the framework of the implementation and fulfilment of the national policy on gender equality.
2017	Law No. 28992, Law that replaces the third final and transitory provision of Law No. 27651, Law on Formalization and Promotion of Small-scale Mining and Artisanal Mining	Prohibits the work of persons under 18 years of age in any of the mining activities referred to in this Law, and families who have been withdrawn from mining work will have priority access to social programs to combat poverty and promote employment.
2015	2030 Agenda for Sustainable Development	Peru assumes the commitments of the SDGs; among them, Target 8.7.
2015	Specialized Survey	Measurement of child labour.
2015	Latin America and the Caribbean Free of Child Labour Regional Initiative	Creation. The Latin America and the Caribbean Free of Child Labour Regional Initiative is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2012	Supreme Decree No. 001-2012-MIMP. National Plan of Action for Children 2012 - 2021	Outcome 6, eradicate work under 14 years of age; Outcome 8, eradicate hazardous work among adolescents; Outcome 14, reduce the number of children and adolescents in situations of sexual exploitation; Outcome 17, reduce the number of cases of children and adolescents who are victims of human trafficking; and Outcome 23, no participation, voluntary or forced, of children or adolescents in internal conflicts in the country.
2012	Supreme Decree No. 015-2012-TR. National Strategy for the Prevention and Eradication of Child Labour 2012 - 2021 (ENPETI)	It is based on the provisions of the National Plan of Action for Children and Adolescents 2012 - 2021 and implements the provisions of Supreme Decree No. 027-2007-PCM, which establishes that the prevention and eradication of the worst forms of child labour is a specific policy that forms part of national employment policies and is mandatory. Axis 3 - Integral Development of Children and Adolescents, intermediate outcome of the reduction of child labour..
2012	Law No. 29973, General Law on Persons with Disabilities	It establishes the legal framework for the promotion, protection and realization, on equal terms, of the rights of persons with disabilities. Promotes full and effective inclusion in political, economic, social, cultural and technological life.

List of main milestones

2011	Law No. 29.700	It includes a satellite account of unpaid work in the national accounts, with special emphasis on unpaid domestic work through the application of time-use surveys.
2011	National Household Survey (ENAHO 2011)	It does not make it possible to determine in detail the type of activities carried out by children and adolescents, although it does provide a general characterization of these activities. It does not include a section to study domestic chores within the household. According to data from the ENAHO 2011, in rural areas 87.0% of children and adolescents work on the farm or herding animals. The next most important activity is the provision of services such as car washing and shoe shining (4.8%), the manufacture of products (3.8%) and the participation of children in helping in family businesses (3.6%).
2011	Peru's Bicentennial Plan towards 2021	Strategic Line of Action 1 on Fundamental Rights and Dignity of Persons, policy guideline referring to <i>"Eradicate all forms of child and adolescent labour that jeopardize the integrity and full development of children and adolescents"</i> and the Strategic Programme for the Control and Mitigation of Child Labour, associated with Line of Action 4 on Economy, Competitiveness and Employment.
2011	National Plan of Action against Trafficking in Persons 2011 - 2016	Considering that trafficking is a means of exploiting children and adolescents in illicit activities, domestic service, mining, agriculture, factories, begging, among others.
2011	National Employment Policy	Policy 2 on <i>"Promoting productive, formal and decent employment"</i> ; strategy 2.9 on <i>"Preventing and eradicating the worst forms of child labour and forced labour"</i> .
2010	Supreme Decree No. 003-2010 MIMDES	Approves the list of hazardous work and activities that are dangerous or harmful to the overall health and morals of adolescents.
2007	First National Specialized Survey on Child Labour (ETI)	1 million 719 thousand children and adolescents are said to be working.
2007	Law No. 28950 of January 15	Criminal Code, punishes labour exploitation, trafficking and commercial sexual exploitation of children and adolescents.
2007	Law No. 28983	Equal Opportunities for Women and Men.
2005	National Specialized Survey on Child Labour (ETI)	

List of main milestones

2006	Supreme Decree No. 019-2006-TR and complementary and amending regulations. Regulation of the General Law of Labour Inspection	Art. 25.7 and Art. 49.1.
2006	Law No. 28806, General Law on Labour Inspection	Art. 3.1.E, Art. 4.6
2004	Act No. 28251 amending the Criminal Code to include forms of commercial sexual exploitation of children and adolescents	Criminal conduct is modified, custodial sentences increased and new offences are added (chapters IX, X and XI of title IV of the second book of the Criminal Code).
2002	National Agreement	State Policy 14 on Access to Full, Decent and Productive Employment, which states that the State shall <i>"eradicate the worst forms of child labour and, in general, protect children and adolescents from any form of work that may jeopardize their education, health or physical, mental, spiritual, moral or social development"</i> .
2002	MERCOSUR Presidential Declaration on the Eradication of Child Labour.	
2000	Law No. 27337 of 21/07/2000 (in process of reform)	Child and Adolescent Code. Art. 22. The State recognizes the right of adolescents to work, subject to the restrictions imposed by the Code, provided that there is no economic exploitation and that their work does not involve risk or danger, affect their educational process or be harmful to their health or to their physical, mental, spiritual, moral or social development. Art. 51 regulates the minimum age for employment; authorization to work (Art. 50, 53 and 54); and conditions of employment (Art. 55 to 68), establishing that the maximum number of hours worked by minors between 12 and 14 years of age is four hours per day, with a maximum of 24 hours per week. The maximum number of hours worked for minors between 15 and 17 years of age is 6 hours per day with a maximum of 36 hours per week.
1991	Legislative Decree No. 635 (amended by Law No. 28251)	Criminal Code. Art. 128, 179, 180, 181, 182, 183
1982	CEDAW	Adoption of the Convention on the Elimination of All Forms of Discrimination against Women.

SURINAME



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

SURINAME has ratified the ILO core conventions on child labor, and has brought its legislation on children and labor issues in line with these international standards. Child labour is prohibited in Suriname. According to data from the 2017 National CL Survey, there were 3,606 children working, of whom 2,432 were engaged in CL (38.5% boys, 31.5% girls) and 1,701 were engaged in hazardous work (76.1% boys).

In recent years, Suriname has developed integrated gender policy plans to promote gender equality and equity and to comply with international obligations. These policies are harmonized with international instruments –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences



SURINAME has ratified the ILO core conventions on child labor.

that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, gender policy has great relevance and is trying to permeate throughout the State through regulatory and political changes.



Suriname has developed integrated gender policy plans to promote gender equality and equity.







Country profile¹

Constitution



- Art.8. No one may, on the basis of birth, sex, race, language, religion, origin, education, political opinion, property or social circumstances, be discriminated against in any other state
- Art. 35. Every child shall have the right to protection without discrimination of any kind
- Art. 37. Young people shall enjoy special protection for the enjoyment of economic, social and cultural rights, including: a. access to education, culture and work; b. vocational education; c. physical training, sport and leisure
- Art. 38. Everyone has the right to education and cultural expression
- Art. 39. The State recognizes and guarantees the right of all citizens to education and shall provide equal access to education for everyone
- Art. 50 Social security policy for widows, orphans, the elderly, the disabled and the handicapped shall be established by law

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; national plans; ECLAC's Gender Equality Observatory for Latin America and the Caribbean; National Report submitted under paragraph 5 of the annex to Human Rights Council resolution 16/21 to the United Nations; Suriname Report on the Implementation of the Montevideo Strategy, General Bureau of Statistics (GBS); Suriname's National Statistics Office (NSO); OAS MESECVI; State Plans and various normative instruments.

Country profile	
International Agreements 	<p>Convention on the Rights of the Child (CRC), ratified in 1993</p> <p>ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 2018</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2006</p> <p>P029. Protocol of 2014 to the Forced Labour Convention, 1930 ratified on June 03, 2019</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), accession in 1993</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 2002</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), accession in 2007</p>
Highest government authorities related to gender 	<p>National Bureau Gender Policy</p>
Specific regulations on types of gender-based violence 	<ul style="list-style-type: none"> • Criminal Harassment Law No. 2012 • Gender Violence Law No. 2009
Minimum age for employment 	<p>14 years old</p>
Maximum number of hours of light work 	<p>Labour legislation requires the inclusion of special conditions and periods of rest for young workers</p>
Compulsory education 	<p>5 - 12 years old</p>

List of main milestones

2021	National Commission on the Elimination of Child Labour (NCUK)	The aim of this committee is to prevent and eradicate child labour within the framework of the National Plan. Several ministries are involved, which are also responsible for part of the youth policy.
2021	Gender Vision Policy Document 2021 - 2035	This gender vision policy document will be included in Suriname's national development plans for the coming years. The gender priority areas for the period 2021 - 2035 are: work, income and poverty reduction; education, upbringing and training; health; control and decision making; gender-based violence; laws and regulations; environment and climate change.
2019	National Action Plan to Combat Child Labour (NAPKA) 2019 - 2024	The action plan sets out which legislation will be further strengthened, how work will be done on prevention, counselling and reintegration of victims, measures to be taken in the field of education and vocational training, the fight against poverty on the part of families in economic terms and information gathering to raise awareness of the fight against child labour.
2019	Second Decent Work Country Programme Suriname 2019 - 2021	Programme components: development of labour market policy, support for entrepreneurship in the context of Decent Work, promotion of productivity, social security, child labour, ratification of treaties, labour legislation, strengthening of the Labour Inspectorate, establishment of the Labour Chamber, strengthening of the Mediation Council, conducting surveys and capacity-building and strengthening of social dialogue.
2019	Gender Action Plan for 2019 - 2020	The main task of this Council is to update the National Policy Plan "Structural Approach to Domestic Violence" and to formulate a Work Plan for a comprehensive approach to domestic violence; to monitor the implementation of all the activities mentioned in these documents.
2018	Child and Youth Labour Law (WAKJP)	It replaces the previous children and youth employment legislation of 1963. Articles 1 (j - 1), 3 and 11 of the Child and Youth Labour Act.
2017	Development Plan 2017 - 2021 (OP 2017 - 2021)	Chapter X, paragraph 1, analyses gender policy. It defines gender and gender equality (p. 151).
2017	National Council on Domestic Violence (NCDV)	
2017	National Survey on Child Labour	Main objective: to collect baseline information on the different characteristics of child workers in Suriname. Child workers are defined as those involved in the production of goods and services with the intention of selling them on the market or for their own consumption. This classification of child workers is further divided into children involved in child labour (in hazardous and non-hazardous work) and child workers involved in permitted work.

List of main milestones

2017	IV World Conference on CL Eradication	
2015	U.S. Department of Labor 2015 Report	Findings on the Worst Forms of Child Labour, stated that children in Suriname are engaged in child labour, including mining. This report found that children are also involved in the worst forms of child labor, including commercial sexual exploitation, sometimes as a result of human trafficking and including informal mining camps in the remote interior of the country (U.S. Department of Labor, 2016, p. 970). Other findings in this report indicate that children work primarily in small-scale gold mines with heavy loads and at risk of exposure to mercury, excessive noise, extreme heat, and collapsing sand walls.
2015	Modification of the Penal Code	Improvements are made to the legal status of all persons. Some of the amendments made include increasing the maximum sentence and eliminating parole for certain offences, such as sexual offences, murder, manslaughter, serious drug offences, cybercrime and terrorism.
2015	National Action Plan for the Eradication of Child Labour	As part of the national action plan for the eradication of child labour, the Ministry of Social Affairs and Housing has developed the Conditional Cash Transfer (IDB) programme, which provides financial assistance to families who feel compelled to make their children work in order to contribute to the family income.
2015	(S.B.) 2015, No. 33	The National Women's Policy Bureau was renamed the Bureau of Gender Affairs.
2015	2030 Agenda for Sustainable Development	Suriname is committed to the SDGs; among them, Target 8.7
2015	Law of 30 March (S. B. 2015 No. 44)	Amends the Criminal Code (UK 1911 No. 1, as amended by S. B. 2012 No. 7) relating to the revision of the Criminal Code. Legal representatives of children under the age of 12 can be punished if they place their child under the supervision of a third party to perform work harmful to their health. The amendment introduced several provisions concerning the worst forms of child labour.
2015	First Decent Work Country Programme 2014 - 2016	On a tripartite working basis, it includes 24 outcomes.
2015	Latin America and the Caribbean Free of Child Labour Regional Initiative	Creation. The Latin America and the Caribbean Free of Child Labour Regional Initiative is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2014	CHAIN Structure 2.0	Establishment of the structure in the fight against trafficking in human beings.

List of main milestones

2014	Road map for combating trafficking in persons in Suriname 2014 - 2018	<p>Strategy that poses the following results:</p> <ul style="list-style-type: none"> • The extent of trafficking in persons in Suriname has been adequately determined in accordance with international reporting obligations; • A detailed and comprehensive stakeholder analysis has been carried out and partnerships have been formalized; • The community is informed about this phenomenon, all over the country; • There are official structures dedicated to combating human trafficking on an ongoing basis; • A general legal framework is in place, and relevant conventions have been ratified and implemented.
2014	Action plan on safe motherhood and newborn health, based on the needs assessment on safe motherhood	
2014	National policy plan on the structural approach to domestic violence for 2014 - 2017	Formulated by the Steering Group on Domestic Violence (in which officials from six ministries are represented) in collaboration with the Platform on the Approach to Domestic Violence, composed of representatives of relevant NGOs.
2014	S.B. 2014, No. 121	Amendment of the Nationality and Residence Regulation Law of Suriname. The national legislation complies with international standards, in particular Art. 9, paragraphs 1 and 2, of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as it eliminates any distinction between men and women with regard to the acquisition and loss of Surinamese nationality.
2014	National strategic plan for the renewal and strengthening of primary health care 2014 - 2018	Aimed at increasing women's access to health.
2013	CLEAR Project. Country-level participation and assistance to reduce child labor	The project assists Suriname to take specific actions to eliminate the worst forms of child labor. This will be achieved by providing technical guidance and critical need support in the areas of legislation, enforcement, monitoring, development and implementation of national action plans, and improved implementation of social policies and programs with an impact on child labor.
2013	Gender Work Plan	Six priority areas: decision-making, education, health, work, income and poverty, and violence (domestic and sexual).

List of main milestones

2013	Committee on Gender Legislation	The Ministry of Home Affairs had established the Gender Legislation Commission, which was composed of representatives of various ministries, civil society, including women's organizations, and the Anton de Kom University of Suriname. The Commission was responsible for identifying laws and regulations that were discriminatory in terms of gender and proposing amendments.
2013	National Policy on Sexual and Reproductive Health and Rights of Suriname, 2013 - 2017	
2012	Comprehensive policy for children and adolescents (2012 - 2016)	It includes a specific section on combating all forms of violence against children.
2010	State Decree for Hazardous Work for Minors	Indicates what type of hazardous work minors should not do.
2010	Multiple Indicator Cluster Survey (MICS 2010)	This survey showed that 10 percent of children between the ages of 5 and 14 (n = 5,607) in Suriname are involved in child labor. While no gender differences are observed, there are notable variations between districts and urban/rural areas.
2009	Law to Combat Domestic Violence	Defines domestic violence and possible sentences.
2009,	National Committee for the Eradication of Child Labour	The Committee is established to develop an integrated government policy to combat child labour in cooperation with other ministries.
2008	S.B. 2008 No. 115	The National Commission for the Elimination of Child Labour (NCUK) is established in accordance with ILO Convention 182. The National Commission for the Elimination of Child Labour is a coordinating and monitoring advisory body responsible, among other things, for formulating a policy and plan of action for the elimination of child labour in Suriname. The relevant stakeholders in the area of child labour and its worst forms are the Ministry of Labour; the Ministry of Justice and Police; the Ministry of Education, Science and Culture; the Ministry of Social Welfare; and the Ministry of Regional Development.
2005	Law on Pension Funds and Provisional Funds, 200	

List of main milestones

1998	Decree No. 98 - 450	Convention establishing the Association of Caribbean States. The Association is a body for consultation, coordination and cooperation whose objective is to identify and promote the implementation of policies and programmes aimed in particular at strengthening, using and developing the collective capacities of the Caribbean to achieve sustained development in the cultural, economic, social, scientific and technological fields.
1993	Convention on the Elimination of All Forms of Discrimination against Women	Adoption
1983	Labour Inspection Decree (G.B. 1983, No. 42)	
1911	Penal Code (G.B. 1911 No. 1)	Successive amendments. Child prostitution and indecent acts with minors are criminalized under sections 303a and 303b. The article on child pornography (section 293) was expanded and sections 295 to 306, also aimed at protecting minors, were added.
	Compulsory Education Law (Lager Onderwijswet 1960)	Article No. 20 obliges parents of children between the ages of 7 and 12 to ensure that their children receive compulsory education.
1963	Labour Code 1963	Labour standards on child labour. Amended by Government Decree in 1983. Prohibits the work of children in any enterprise, whether with or without compensation. According to this law, the minimum working age is 14 years Art. 16 and 17.
1859	Civil Code of Suriname (G.B. 1859, No. 6)	Subsequent Amendments. Stipulates that the employer has the responsibility in respect of underage workers to arrange work in such a way as to enable them to attend continuing, periodical or vocational education in institutions of religious education.

TRINIDAD AND TOBAGO



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Trinidad and Tobago ratified the ILO core conventions on child labour and brought its legislation on children and labour issues in line with these international standards. In Trinidad and Tobago CL is prohibited, 16 is the legal age for employment of young people, which means that it is illegal to employ a child under 16. There are exceptions, such as working outside school hours in a family business where only members of the child's family work or during holidays, as long as it is not hazardous to the child's physical and mental health. According to the 2006 Multiple Indicator Cluster Survey, there was a prevalence of 3 per cent.





In Trinidad and Tobago child labour is prohibited, 16 is the legal age for employment of young people.

The country has also developed specific measures for the achievement of equality –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda.



The country has also developed specific measures for the achievement of equality.

Country profile ¹	
<p>Constitution</p> 	<p>Art.4.-It is hereby recognized and declared that the following human rights and fundamental freedoms have existed and shall continue to exist in Trinidad and Tobago without discrimination as to race, origin, colour, religion or sex,</p> <ul style="list-style-type: none"> a. the right of the individual to life, liberty, security of person and the enjoyment of property and the right not to be deprived thereof, except by due process of law; b. the individual's right to equality before the law and the protection of the law; c. the right of the individual to the respect for his private and family life; d. the right of the individual to equal treatment by any public authority in the exercise of any function
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), ratified in 1991</p> <p>ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 2004</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2003</p> <p>ILO Convention No. 016 - Medical Examination of Young Persons (Maritime Labour), ratified in 1963</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) - ratified in 1990</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1996</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2007</p>

¹ This sheet is based on information obtained from the ILO, the Regional Initiative for the Eradication of Child Labour in LAC, National Plans, the Gender Equality Observatory of Latin America and the Caribbean of ECLAC, the State Statistics Office, the Ministry of Labour, the Labour Market Information (LMI) Unit, National Reports, State Plans and different normative instruments.

Country profile

<p>Highest government institutions related to gender</p> 	<p>Gender Affairs Division (Office of the Prime Minister), Gender and Child Affairs)</p>
<p>Specific regulations on types of gender-based violence</p> 	<ul style="list-style-type: none"> • Anti-Trafficking Act 2011 • Sexual Offences Act, last amended in 2012 • Domestic Violence Act 1999 as amended in 2006 • Offences Against the Person Act 1965 (last amended 2005)
<p>Minimum age for employment</p> 	<p>16 years old</p>
<p>Compulsory education</p> 	<p>6 - 12 years old</p>

List of main milestones

2021	Draft National Action Plan against Trafficking in Persons (NAP) for 2021-2023	Under consultation.
2021	Child Labour Free activity Pack	Package of activities aimed at awareness-raising and identification.
2020	National Children's Policy 2020-2030	<p>The Policy is based on eight guiding philosophies and sets out six outcomes for children, i.e., children are (i) loved; (ii) valued; (iii) nurtured; (iv) protected; (v) empowered; and (vi) supported. The achievement of these outcomes is dependent on the achievement of 25 strategic objectives and corresponding strategies linked to each outcome set out in the Policy.</p> <p>One of its strategic objectives: to establish measures to prevent, identify, report and respond to abuse, abduction, exploitation, trafficking and neglect.</p>

List of main milestones

2018	National Gender and Development Policy	The Office of the Prime Minister (Gender and Children's Affairs) is responsible for coordinating the implementation and monitoring of the National Policy. It aims to strive for the achievement of full equality between men and women and their equal participation in political, economic, social, cultural and family life. The National Gender and Development Policy provides a framework for mainstreaming a gender perspective in all government and civil society activities, thereby promoting the full and equal participation of men and women in the development process.
2018	Miscellaneous Provisions (Supreme Judicial and Juvenile Court) Law	Amends, among others, the Children's Act, 2000, the Community Children's Homes, Foster Care and Day Care Act, 2000 and the Children's Authority Act, 2000, the Children's Rehabilitation Centres Act, Cap. 13.05 and the Division of Family and Children Act, 2016
2018	National Steering Committee for the Prevention and Eradication of Child Labour	Establishment of the new committee to raise awareness of child labour and develop a national policy to address it.
2017	Strategic Plan (2017 - 2020)	Mandate of the Ministry of Labour and Small Enterprise Development.
2017	National Policy on Persons with Disabilities	
2017	National Social Mitigation Plan 2017 - 2022	
2017	IV World Conference on CL Eradication	The main objective is to advance towards the eradication of child labor in clear accordance with the Sustainable Development Goals (SDGs). It is a space for discussion on various issues related to the eradication of child labor, forced labor and youth employment.
2016	National Task Force Against Trafficking in Persons	Creation
2016	National Strategy 2016 - 2030. National Development Strategy (NDS)	It aims to provide a comprehensive socio-economic development framework for the year 2030. It is the country's main strategic planning document, and it defines the priorities and overall thrust of government policy, which focuses on achieving sustainable economic growth through further diversification of the economy, as well as on improving social conditions and the quality of life of citizens in an inclusive and environmentally sensitive manner. It establishes three main cross-cutting areas: gender, youth and environment.

List of main milestones

2015	2030 Agenda for Sustainable Development	Trinidad and Tobago is committed to the SDGs. These include Target 8.7.
2015	Latin America and the Caribbean Free of Child Labour Regional Initiative	Creation. The <i>Latin America and the Caribbean Free of Child Labour Regional Initiative</i> is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2014	Declaration of the Regional Initiative: Latin America and the Caribbean Free of Child Labour (2014-2020)	Aims to increase regional cooperation for the elimination of child labour by 2020 through signatories' efforts to strengthen monitoring and coordination mechanisms, government programmes and South-South exchanges. It reaffirms the commitments made in the Brasilia Declaration of the Third Global Conference on Child Labour (October 2013), and signed by Trinidad and Tobago at the XVIII ILO Regional Meeting of the Americas in Lima, Peru.
2014	Minimum Wages Order	
2013	Comprehensive Economic Development Plan (CEDP) for Tobago (2013 - 2017)	
2012	National Strategic Plan for Child Development (2012-2016) National Strategic Plan for Child Development (NSPCD)	It aims to develop comprehensive initiatives across government ministries to promote and protect children's rights, including the elimination of all forms of child labour. Participating ministries include MOLSMED and the Ministry of Gender, Youth and Child Development.
2012	Act No. 12. Children Act	Replaces the 1925 law. Establishes the minimum age for admission to employment at 16 years.
2011	Education Strategic Plan 2011 - 2015	
2011	Anti-Trafficking Act No. 14	Prohibits commercial sexual exploitation of children, including prostitution and pornography. (7, 11, 12). The Act also prohibits the trafficking of children, including for the purpose of exploitation or use in illicit activities. Establishes the Anti-Trafficking Unit.
2010	Ministry of Gender, Youth and Child Development (MGYCD)	It was established to give national priority and recognition to child development.
2009	Victim and Witness Support Unit (VWSU)	Develops and implements policies, programs and initiatives that support victims and witnesses of crime, including children, by providing emotional support along with appropriate referrals to outside support agencies.

List of main milestones

2008	Multiple Indicator Cluster Survey	Child Labour Module.
2007	Act No. 3. Miscellaneous Provisions	Minimum Age for Admission to Employment.
2004	National Steering Committee for the Prevention and Eradication of Child Labour	It raises awareness of child labour, develops a national policy to address child labour in Trinidad and Tobago and makes recommendations to strengthen the capacity of the Labour Inspection Unit to enforce youth employment laws. In 2006, the Committee developed a draft Policy to Prohibit and Eliminate Child Labour.
2008	Law No. 14	An Act to Amend the Children's Authority Act 2000.
2002	MERCOSUR Presidential Declaration on the Eradication of Child Labour	
2000	Equal Opportunities Act No. 69	
2000	Children's Authority Act	Amendment in 2008
2000	Children's Community Residences, Foster Care and Nurseries Act	
1990	CEDAW	Adoption of the Convention on the Elimination of All Forms of Discrimination against Women.
1986	Act No. 27. Sexual Offences Act	
1966	Education Act	

URUGUAY



Most countries have adopted laws prohibiting or imposing severe restrictions on the employment and work of children and adolescents, largely driven and guided by standards adopted by the International Labour Organization (ILO). Despite these efforts, child labour continues to exist and sometimes takes place in deplorable conditions, particularly in developing countries. This phenomenon is infinitely complex, which is why progress has been slow or seemingly non-existent.

However, the basis for determined and concerted action must be legislation that establishes the total elimination of child labour as the ultimate policy goal and provides for the consequent measures to achieve it, and that explicitly identifies and prohibits the worst forms of child labour to be eliminated as a priority.

Uruguay has ratified the ILO core conventions on child labour and has brought its legislation on children and labour issues into line with these international standards. In Uruguay, child labour is prohibited and is regulated by the Institute for Children and Adolescents (INAU), which coordinates its actions with institutional coordination through the Committee for the Eradication of Child Labour (CETI). According to data from the latest 2011 survey of the National Institute of Statistics, 11.6% of children and adolescents in Uruguay are currently engaged in economic activities. Nationally, children and adolescents spend an average of 16.7 hours per week performing economic activities. The percentage of children and adolescents performing domestic chores is 84.6 per cent nationally (579.5 thousand persons).



Uruguay has ratified the ILO core conventions on child labour.

In addition, Uruguay, as a country of origin, transit and destination for men, women and children subjected to forced labour and sex trafficking, has also developed regulations in this regard and has brought them into line with international and regional frameworks. The same is true of normative development in the area of equality and the rights of women and girls, which have taken into account international and regional instruments –such as the CEDAW and its Protocol, the programmatic documents emanating from the world conferences that took place in Mexico (1976), Copenhagen (1980), Nairobi (1985), Beijing (1995), Convention of Belém do Pará (1994), etc.– and the regional instruments –such as the Regional Plans of Action for the Integration of Women in the Economic and Social Development of Latin America (1977), the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, (1994), the Santiago Consensus (1997), the Lima Consensus (2000), the Mexico City Consensus (2004), the Quito Consensus (2007), the Brasilia Consensus (2010) and the Santo Domingo Consensus (2013) and the current Montevideo Strategy–, which marks the current LAC Gender Agenda. Currently, the gender and diversity agenda has been growing and permeating the State, with the struggle of the women’s movement playing a key role in promoting normative and political changes.



In Uruguay, child labour is prohibited and is regulated by the Institute for Children and Adolescents (INAU).

Country profile¹

Constitution








Art. 8. All persons are equal before the Law, and no distinction is recognized between them except that of talents or virtues

Art. 41. The care and education of children so that they may reach their full physical, intellectual and social capacity is a duty and a right of parents. Those who have numerous offspring in their care are entitled to compensatory allowances whenever they need them. The Law shall provide for the necessary measures to ensure that children and young people are protected against physical, intellectual or moral neglect by their parents or guardians, as well as against exploitation and abuse

Art. 54. The Law shall recognize the independence of the moral and civic conscience, fair remuneration, limitation of the working day, weekly rest, and physical and moral hygiene for those who are in a work or service relationship as workers or employees. The work of women and of minors under eighteen years of age shall be specially regulated and limited

Art. 70. Primary education and secondary, agricultural or industrial education are compulsory. The State shall promote the development of scientific research and technical education. The Law shall provide what is necessary for the effectiveness of these provisions

¹ This country profile is based on information obtained from the ILO; the Regional Initiative Latin America and the Caribbean Free of Child Labour; national plans; the Gender Equality Observatory of Latin America and the Caribbean of ECLAC; the National Statistics Institute (INE); INAU; CETI; state plans; and different normative instruments.

Country profile	
<p>International Agreements</p> 	<p>Convention on the Rights of the Child (CRC), ratified on 1990</p> <p>ILO Convention No. 138 concerning Minimum Age for Admission to Employment, ratified in 2004 (Law No. 14,567)</p> <p>ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, ratified in 2003 (Law No. 17.298)</p> <p>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1981</p> <p>Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, known as the Convention of Belém do Pará, ratified in 1996</p> <p>United Nations Convention against Transnational Organized Crime and Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol), ratified in 2005</p> <p>ILO Convention No. 190 on Violence and Harassment (2019), ratified 2020</p>
<p>Highest government institutions related to gender</p> 	<p>National Women's Institute</p>
<p>Specific regulations on types of gender-based violence</p> 	<ul style="list-style-type: none"> • Law No. 19.643, which dictates rules for the prevention and combat of trafficking in persons of 2018 • Law No. 19.580, which dictates norms against gender-based violence against women, 2018 • Law No. 19.538, amending Art. 311 and 312 of the Criminal Code, related to acts of discrimination and femicide of 2017 • Sexual Harassment Act 18.561 of 2009 • Law No. 17.815 of 2004 on commercial or non-commercial sexual violence committed against children, adolescents or disabled persons. • Act No. 17.514 or Domestic Violence Act of 2002
<p>Minimum age for employment</p> 	<p>15 years</p>
<p>Light work</p>	<p>The employment of children under 13 years of age in non-industrial light work provided it is outside the hours set for school attendance. Light work is defined as "occupations and jobs such as messengers, newspaper deliverers, work connected with sports and games and the picking and selling of flowers and fruit" (Decree No. 852 of 1971).</p> <p>The employment of children under 14 in light work, but not exceeding two hours per day. Minors between the ages of 13 and 14 may only be employed in rural livestock and agricultural work during the school period, performing light work. Minors under 18 years of age may be employed in non-risky work.</p>
<p>Compulsory education</p> 	<p>5 - 17 years old</p>

List of main milestones

2018	Decree No. 137/018. National Strategy for Gender Equality 2030	A comprehensive and inclusive Road Map to guide State action on gender equality in the medium term. It echoes the guidelines for the current five-year period: gender policy as State policy. It proposes outlining a horizon for gender equality to 2030, including a set of aspirations, political-institutional guidelines and strategic guidelines capable of influencing public policy decisions. It also recovers as substantive contributions the diverse agendas of women and feminists.
2018	Law No. 19.643, which establishes rules for preventing and combating trafficking in persons	It has a gender perspective among its guiding principles (Art. 3, "D"), establishing that " <i>the Law and regulations shall take special account of power inequalities, discriminatory stereotypes and forms of gender-based violence, promoting the autonomy and empowerment of women, girls, trans and intersex persons or persons with non-hegemonic sexual orientations. In any case, the gender expression and identity of trafficked persons, their family members or witnesses shall be recognized and respected, even when it does not match the data emerging from the identification documents</i> ".
2017	IV World Conference on CL Eradication	The Uruguayan State undertakes to provide technical support, generating the necessary conditions to apply the predictive model adopted in Uruguay within the framework of the Latin America and the Caribbean Free of Child Labour Regional Initiative. Technical support will be provided through the statistical units of the MTSS and INAV in 2018.
2017	Resolution No. 3344	Modifying the Hazardous Adolescent Labour listing.
2016	II National Plan for the Eradication of Sexual Exploitation of Children and Adolescents (2016 - 2021)	It incorporates theoretical concepts to address CSEC, includes different approaches –rights, generational, gender, diversity, disability and ethnic-rational– and develops a transformative approach. It makes a diagnosis that highlights the lack of data and presents a multitude of causal factors of CSEC: poverty, social permissiveness, domestic violence, sexual violence, expulsion from the education system, child abuse and child labour. 100 agreed actions, two areas of work, 16 specific objectives and 22 outcomes.

List of main milestones

2015	Law No. 19.353	<p>National Integrated Care System.</p> <p>It enshrines the right to care for dependent persons, particularly children, the elderly and persons with disabilities. It recognizes the responsibility for care, shared between the family, the State, the community and the market, establishing the creation of the National Integrated Care System. Organized civil society played a leading role in promoting this national public policy and participates extensively in the Advisory Council of the Care System. It makes proposals and monitors the implementation of the system in order to guarantee the right to care. The forms of social organization of care are a bottleneck for equality between Uruguayan men and women. It can be seen that women not only participate more in care activities, but also spend more time on them. While men spend 16.8 hours a week on caregiving, women spend, on average, 22.4 hours a week. This difference is even greater when caring for children from 0 to 12 years of age.</p>
2015	2030 Agenda for Sustainable Development	Uruguay assumes the commitments of the SDGs; among them, Target 8.7
2015	Latin America and the Caribbean Free of Child Labour Regional Initiative	Creation. The Latin America and the Caribbean Free of Child Labour Regional Initiative is a commitment by the countries of the region to accelerate the pace of child labour eradication.
2013	The "No excuses" Campaign. (In Spanish, campaña "No hay excusas")	First mass dissemination campaign, supported by UNICEF, with the aim of making visible, denaturalizing, raising awareness and preventing the commercial sexual exploitation of children and adolescents.
2013	Protocols for the implementation of Art. 16 of the International Labour Organization (ILO) Convention No. 184	
2013	Executive Decree No. 398/013	Establishing the actions to be taken by tourism service providers in order to raise awareness and prevent situations of CSEC in the country.
2013	Law No. 19.133	Youth Employment Law. Its objective is to promote decent work for young people aged 15 to 29, encouraging the improvement of their employability and promoting the compatibility of study and work.
2012	Resolution n°3820/012 of INAU's Board of Directors	Programme of Assistance in Situations of Trafficking and/or Commercial Sexual Exploitation, composed of an interdisciplinary team for the care of children and adolescents called <i>Travesías</i> and two teams for the interior.

List of main milestones

2012	Decree No. 382 of 2012 of the Ministry of the Interior	It creates the National Office on Domestic and Gender Violence (ONVDG) and the Directorates on Domestic and Gender Violence of the Police Headquarters, and approves its Organic Regulations.
2011	National Plan for the eradication of commercial sexual exploitation of children and adolescents	It includes actions, responsible parties, evaluations and an implementation schedule.
2011	National Child Labour Survey (ENTI)	The survey of the National Survey on Child Labour (ENTI) began on 5 October 2009 and ended on 15 May 2010. The survey included 50 questions in six sections: education, household chores, economic activities, health and safety at work, job search and begging situations.
2010	National Strategy for Children and Adolescents 2010-2030	It makes progress in the area of fundamental rights.
2009	Resolution No. 1012/006 of the INAU Board of Directors	Criteria for defining hazardous child labour (HCL).
2009	National Child Labour Survey conducted in the period 2009 - 2010	Child labour (5-17 years): 67,825 (11.6%). Urban 10.9%, rural 21.1%.
2008	Law No. 18.437	General Law on Education. Art. 7 (Compulsory nature): Initial education is compulsory for children aged four and five, primary education and basic and higher secondary education. To this end, the extension of teaching time and curricular activity shall be ensured for pupils in primary and basic secondary education.
2007	Law No. 18.104 of 2007, on Equal Rights and Opportunities for Men and Women.	It entrusts Inmujeres with the design of the National Plan for Equality of Opportunities and Rights to comply with the commitments undertaken by the country in the instruments ratified or signed at the international level by the United Nations, the Organization of American States and the Common Market of the South, relating to non-discrimination of persons on the basis of gender.
2007	Plan against Child Labour 2007 - 2011 - 2015	
2007	Law No. 18.214	It prohibits physical and humiliating punishment of children by their parents or caregivers.

List of main milestones

2006	Expanded National Household Survey (ENHA, 2006)	Includes a special seven-question Child and Adolescent Labour module. It identifies that the sex of both the child and the head of household play important roles in the probability that children work in tasks outside or inside the home. It has already been noted that boys are more likely to perform tasks outside the home and girls are more likely to perform tasks inside the home, and this is reflected in the estimated equations. However, the sex of the head of household has a different effect: female-headed households have a higher probability that children will go out to work outside the home, while male-headed households have a higher probability that children will carry out intensive tasks inside the home. Most female-headed households are probably not two-parent households. It is reasonable, therefore, that it is these households that require additional income earners. 7.9% of children and adolescents between 5 and 17 years of age work: 5.4% carry out activities outside the home and 3% carry out intensive tasks in the home (of which 0.5% also work outside the home).
2006	Group "Niño-Sur"	It defines the need to address situations of trafficking for the purpose of commercial sexual exploitation of children and adolescents.
2006	Resolution No. 1012/006 of the Uruguayan Institute for Children and Adolescents (INAAU)	List of Hazardous Works.
2006	Law No. 18.065 on Domestic Work	
2004	Executive Decree No. 385/004	Creation of the National Committee for the Eradication of Sexual, Commercial and Non-Commercial Exploitation of Children and Adolescents.
2004	Law No. 17.815	Law on commercial or non-commercial sexual violence committed against children, adolescents or disabled persons.
2004	Law No. 17.823	Code of Childhood and Adolescence. Chapter XII. Art. 161 - 180.
2003	Plan of Action for the Prevention and Eradication of Child Labour in Uruguay 2003 - 2005	National proposal for a concrete and effective response to the complex problem of child labour in Uruguay.
2002	MERCOSUR Presidential Declaration on the Eradication of Child Labour	

List of main milestones

2002	Law No. 17.823	<p>Code on Children and Adolescents, for the protection of children in accordance with the commitments assumed as a State party to the Convention on the Rights of the Child. Chapter XII refers to the work of children and adolescents and, in Art. 161, sets the minimum age for adolescents working in public or private employment in all sectors of economic activity at fifteen years of age. It stipulates that they may not work more than six hours a day, equivalent to thirty-six hours a week, and enjoy a weekly day of rest, preferably on Sundays (Art. 169), and prescribes that they may not work between 10 pm and six o'clock the following day (Art. 172).</p> <p>Likewise, in Art. 163, the State undertakes to protect child and adolescent workers against all forms of economic exploitation and against the performance of any type of work that is hazardous or harmful to their health or to their physical, spiritual, moral or social development.</p>
2001	Law No. 17.338	Ratifies the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
2000	Executive Decree No. 367/00	Creation of the CETI, which became a permanent body under the presidency of the Ministry of Labour and Social Security (MTSS) and the Technical Secretariat of INAU. It is also made up of the MSP, the MEC, the Mides, the ANEP, the PIT-CNT, the Chamber of Commerce and Services of Uruguay, the Chamber of Industries and the National Association of Development-Oriented Non-Governmental Organizations (Anong). Its tasks include advising, coordinating and proposing policies and programmes aimed at eliminating child labour.
1999	Continuous Household Survey (ECH)	Special module with a reduced number of questions in the Continuous Household Survey for private households belonging to localities with 5,000 or more inhabitants. More than 34,000 working children and adolescents aged 5 to 17 were identified nationwide, representing 6.5 per cent of the total age group (1 per cent of children aged 5 to 11 and 12.7 per cent of adolescents aged 12 to 17).
1999	Declaration of the MERCOSUR Ministers of Labour on child labour	
1996	Law No. 16.735/1996	Ratifies the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Belém do Pará) 6-10 May 1994. OAS.
1981	CEDAW	Adoption of the Convention on the Elimination of All Forms of Discrimination against Women.
1975	Law No. 14.385	The regime provided by Law No. 14.008 on working hours for minors under eighteen years of age is extended to them.

List of main milestones

1971	Law No. 14008	Clothing and related industries. It establishes the work regime for the working personnel, included in group 24 of the salaried workers' councils. This Law regulates the full working days (eight hours) of a worker in companies of the clothing and related industries. Art. 3 provides that "minors between 16 and 18 years of age may work full working days in this industry with the prior authorization of their father or mother or guardian or caregiver and the Children's Council".
1971	Decree No. 852	Light work
1950	Law No. 11.777	It establishes the prohibition of night work in unhealthy activities for minors under 21 years of age (Art. 14).



International
Labour
Organization



Regional Initiative
Latin America and the Caribbean
Free of Child Labour



GOBIERNO
DE ESPAÑA

MINISTERIO
DE ASUNTOS EXTERIORES, UNIÓN EUROPEA
Y COOPERACIÓN



Cooperación
Española



JUNTA DE ANDALUCÍA

PROGRAMME OF INTERNATIONAL COOPERATION