

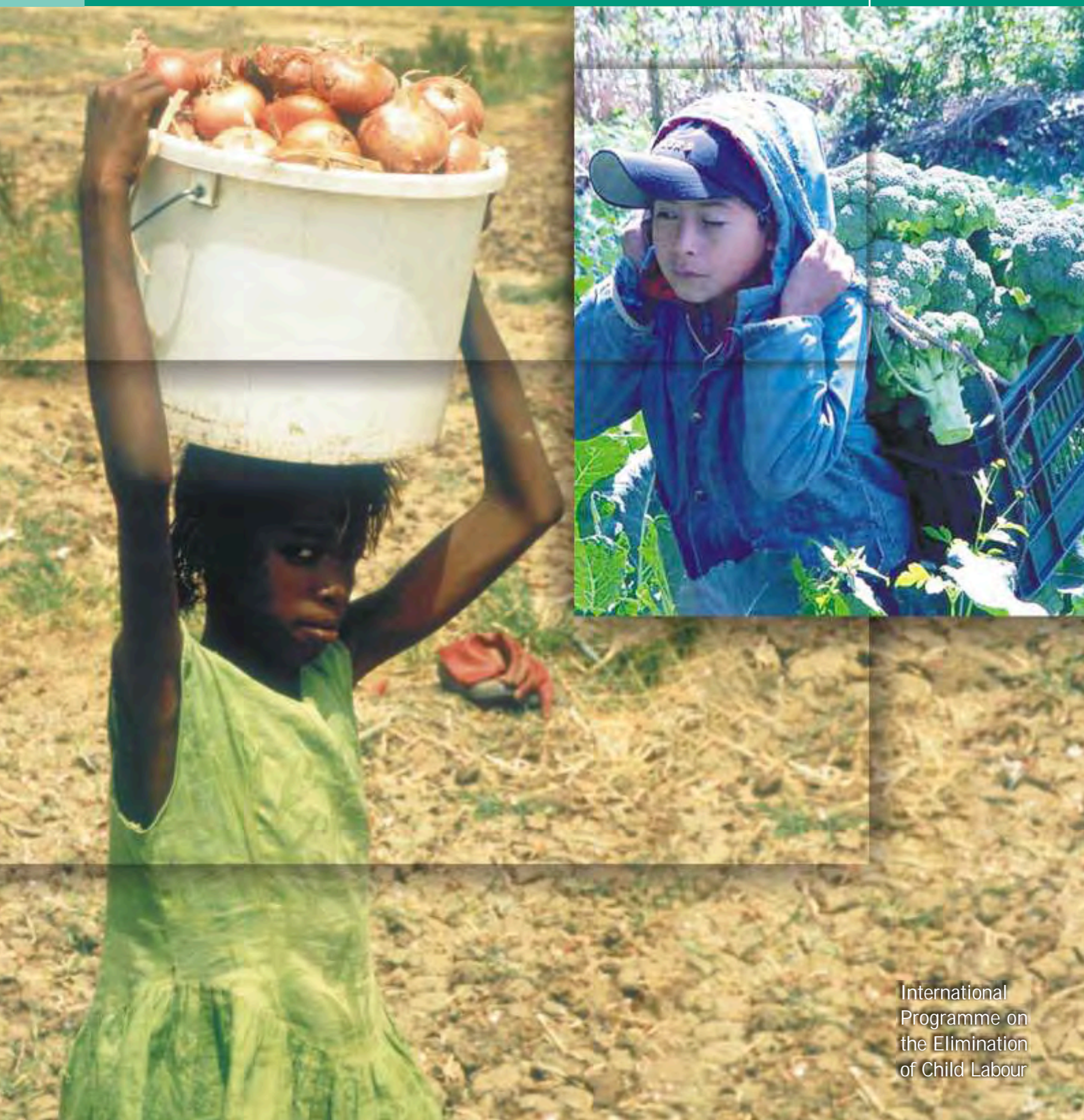
Tackling hazardous child labour in agriculture

Guidance on policy and practice



International
Labour
Organization

User guide



International
Programme on
the Elimination
of Child Labour

Tackling hazardous child labour in agriculture: Guidance on policy and practice

User guide



International Labour Organization
International Programme on the Elimination of Child Labour

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Tackling hazardous child labour in agriculture: Guidance on policy and practice
User guide

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Foreword

Tackling hazardous child labour in agriculture: guidance on policy practice has been produced to help policy-makers ensure that agriculture is a priority sector for the elimination of child labour. The guidebooks included in this package provide policy-makers and stakeholder organizations – employers’ organizations, trade unions, occupational safety and health agencies/institutions, agricultural agencies and others – with information and ideas needed to plan, formulate and implement policies and programmes to tackle hazardous child labour in agriculture. They contain comprehensive resource and reference materials intended to address the needs of a variety of key audiences, especially partner organizations.

Agriculture is the economic sector where over 70 per cent of child labour is found. It is estimated that some 132 million children under 15 years of age work on farms and plantations worldwide. In addition to the sheer numbers of children involved, several other characteristics make agricultural child labour both a serious problem and a particularly difficult one to eliminate.

Agricultural child labourers work in one of the three most dangerous sectors in terms of their health and safety (along with construction and mining). They can be killed, injured, or their health impaired as a result of their work. They also often start work from an early age, as young as 5, 6 and 7 years.

As much of the work these children do is considered as “helping out”, it is seldom recognized in official statistics. Thus, the real extent of the problem may be invisible to policy-makers. It is often the head of the household who is registered as working in agriculture, especially where migrant workers are employed. Child labour in agriculture may also go unnoticed when underage workers are supplied through labour contractors and sub-contractors.

The “family farm” element in agriculture that is universal and bound-up with culture and tradition can make it both difficult to acknowledge that children can be exploited in such a setting as well as a no-go area for child labour action.

Agriculture is also historically and traditionally an under-regulated sector in many countries. This means that child labour laws – if they exist – are often less stringent than for other types of work.

The prevalence of child labour in this sector also undermines decent work, sustainable agriculture, rural development and food security as it perpetuates a cycle of poverty where household income for both farmers and waged workers is insufficient to meet their economic needs. As with other forms child labour, agricultural work can impede children’s access to education and/or skills training and limit their

possibilities of economic and social mobility and advancement in later life.

It is because of these factors – large numbers, the hazardous nature of the work, early age of entry into labour, invisibility, lack of regulation, poverty and denial of education – that agriculture must be a priority area for the elimination of child labour.

However, social mobilization leading to action to eliminate child labour in agriculture is a relatively underdeveloped area of child labour. So it is with a view to encouraging the expansion of work to eliminate hazardous child labour in agriculture that this publication has been produced. It provides guidance to a wide audience from policy-makers to practitioners. We wish you every success in your efforts to eliminate child labour in agriculture.

Guy Thijs

*Director
ILO-IPEC*

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Tackling hazardous child labour in agriculture

Guidance on policy and practice

Guidebooks and additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *Background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4.*

To supplement the five Guidebooks, additional information on tackling hazardous child labour in agriculture is provided on the CD-ROM as follows:

■ **International Labour Organization (ILO) Conventions and their Recommendations**

- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182); and Recommendation (No. 190).
- Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138); and Recommendation (No. 146).
- Convention concerning Safety and Health in Agriculture, 2001 (No.184); and Recommendation (No.192).

■ **ILO International Programme on the Elimination of Child Labour: Publications**

- IPEC: *Training Resource Pack on Elimination of Hazardous Child Labour in Agriculture* (Geneva, ILO, 2005).
- IPEC. *Bolivia - Child labour in sugarcane* (ILO, Geneva), Rapid assessment, 2002.
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- *Rapid assessment survey report: Child labour in five commercial oil palm and rubber plantations in Ghana*. Ghana Employers' Association and ILO ACTEMP, 2005.

■ ILO Bureau for Workers' Activities (ACTRAV)

Bitter Harvest: Child labour in agriculture. ILO ACTRAV, Geneva, 2002.

■ ILO SAFEWORK/CIS

Links to *ILO Encyclopaedia on occupational safety & health*.

■ Internet connection

<http://www.ilo.org.childlabour>

Abbreviations

ACTEMP:	(ILO) Bureau for Employers' Activities
ACTRAV:	(ILO) Bureau for Workers' Activities
BMZ:	German Ministry for Economic Cooperation and Development
CAPMAS:	Egyptian Central Agency for Public Mobilisation and Statistics
CGIAR:	Consultative Group on International Agricultural Research
CBA:	Collective bargaining agreement
CFS:	Chronic fatigue syndrome
dB:	Decibel
DKV:	German Coffee Association
ECLT:	Foundation for the Elimination of Child Labour in Tobacco
EU:	European Union
FAO:	Food and Agriculture Organization
FS:	Food security
GTZ:	German Development Cooperation
HCL:	Hazardous child labour
HIV/AIDS:	Human immuno deficiency virus/Acquired immuno deficiency syndrome
HSE:	Health and Safety Executive (UK)
HRW:	Human Rights Watch
ICA:	International Cooperative Alliance
ICFTU:	International Confederation of Free Trade Unions
ICI:	International Cocoa Initiative
IFAD:	International Fund for Agricultural Development
IFAP:	International Federation of Agricultural Producers
IFPRI:	International Food Policy Research Institute
ILO:	International Labour Organization
IOE:	International Organization of Employers
IPEC:	(ILO) International Programme on the Elimination of Child Labour
IPPM:	Integrated production and pest management
IUF:	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
NCCL:	National Committee on Child Labour
NGO:	Non-governmental organization

OSH:	Occupational safety and health
NIOSH:	National Institute of Occupational Safety and Health, USA
PPE:	Personal protective equipment
PTO:	Power take-off shaft
SARD:	Sustainable Agriculture and Rural Development
SAYP:	Survey on the Activities of Young People (South Africa)
SCREAM:	Securing Children's Rights through Education, the Arts and the Media
SD:	Sustainable development
STCP:	Sustainable Tree Crops Program
TBP:	(IPEC) Time-Bound Programme
TGWU:	Transport and General Workers Union
UCW:	Understanding Children's Work
UK:	United Kingdom
UNICEF:	United Nations Children's Fund
USA:	United States of America
WACAP:	(ILO/IPEC) West Africa Cocoa/Agriculture Project
WFCL:	Worst forms of child labour
WFP:	World Food Programme
WHO:	World Health Organization

User Guide: Introduction to the guidebooks

1. The guidebooks

This package contains five guidebooks plus a CD.

Guidebook 1: *Background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4*





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2. Contents of Guidebooks 1-5

Guidebook 1

Background policy information

Guidebook 1 is divided in two parts. Part I introduces the five guidebooks and provides short summaries of the contents of each.

Part II, “Background information on terminology and policy concerning child labour” provides the essential definitions and reviews the principal international Conventions concerning child labour. This section will be of interest and relevance for all readers as it contains necessary background information for Guidebooks 2-5, including definitions “a child”, “child labour”, and “hazardous child labour”. It also provides abstracts of relevant texts of the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child labour Convention, 1999 (No. 182). Reviewed here are the key points of the ILO’s strategy to eliminate child labour – prevention, withdrawal and protection. The important issues of promoting children’s rights and their participation in solutions to the problem are also presented.



Guidebook 2

An overview of child labour in agriculture

Guidebook 2 presents the many facets of child labour in agriculture – its magnitude, nature and the numerous risks it poses for children. It also analyses the forces affecting the demand and supply of child workers in this sector.

Chapter 1, “An Introduction to child labour in agriculture” describes the numerous ways children are engaged in agriculture around the world and the range of tasks they perform. Agricultural child labourers may be working as unpaid workers on family-owned farms, as hired labour on commercial farms and plantations or contracted for labour as a part of a migrant family work unit. In truly appalling cases, they may be victims of trafficking, attached to an agricultural undertaking by debt bondage or held by their employers in slavery-like conditions. Child labourers may work on farms with very basic types of equipment, machinery and agricultural inputs such as fertilizers, pesticides, etc. or on commercial enterprises with intensive, highly mechanized production systems. Even in the best circumstances, however, all children working in agriculture face serious risks from the inherently hazardous nature of agricultural work.

In Chapter 2, “Causes of child labour in agriculture”, the principal factors that encourage the use of child labour are introduced. While poverty is perhaps the overarching reason children become agricultural workers, it is by no means the only one, nor is it an excuse for the practice. Other influences are also reviewed, including: the lack of accessible quality education, cultural or family traditions, and, in some regions of the world, the HIV/AIDS epidemic. Among the factors that affect demand are weak regulations and non-enforcement of laws, deficient rural development, difficult access to global markets for agricultural goods from developing countries and consumer pressure.

Chapter 3 of this guidebook provides detailed examples of child labour in the production of seven commodities – cocoa, coffee, cottonseed, flowers, sugar cane, tea and tobacco. In each section the principal characteristics of the work children perform, the conditions under which they perform it and the hazards and risks that they face are described.



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Guidebook 3

Eliminating hazardous child labour in agriculture

Guidebook 3 explores the topic of hazardous child labour in agriculture in detail: what it is, the precise risks of the many hazards associated with farm work and what can and should be done to address the problem.

Chapter 1, “Hazardous child labour in agriculture: Issues, facts and figures”, reviews why agriculture is so dangerous for children and why children are at greater risk than adults. It examines the state of knowledge on fatal and non-fatal accidents and illness and the general problem of the underreporting of these.

In Chapter 2, over 20 specific classes of hazard and risk that child labourers may confront in agriculture are presented in-depth and illustrated with examples from around the world. Some of these reflect the inherently dangerous nature of agricultural work, such as working with farm vehicles, machinery, cutting tools, pesticides and livestock, etc., while others relate to the often substandard and arduous working and living conditions found in agriculture.

Chapter 3, “What stakeholders can do to tackle hazardous child labour in agriculture”, presents the ILO’s strategy to eliminate hazardous child labour in agriculture. It also addresses the issue of what roles stakeholders can play.



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Guidebook 4**Initiatives to tackle hazardous child labour in agriculture**

This guidebook reviews some of the initiatives to tackle child labour in agriculture that have been undertaken over the past few years by an ever wider array of actors. It builds on the suggestions and recommendations concerning what stakeholders can do to eliminate child labour in agriculture given in Guidebook 3. It also highlights some of the significant work supported by ILO-IPEC or others, including trade unions, employers' organizations, industry groups, civil-society organizations and international agricultural organizations. Government policies and programmes are touched upon where government ministries and departments support or participate in the implementation of projects.

Chapter 1 covers IPEC projects that deal with child labour in agriculture and describes the various components that are typically part of these, including awareness raising, prevention, withdrawal, rehabilitation, access to education, alternative incomes for families, improved working conditions, etc.

Chapter 2 highlights the significant role that agricultural trade unions can play in the elimination of hazardous child labour and provides examples of direct action undertaken in several regions of the world. International trade union organizations and networks complement direct action by developing or supporting initiatives to attack child labour on the global

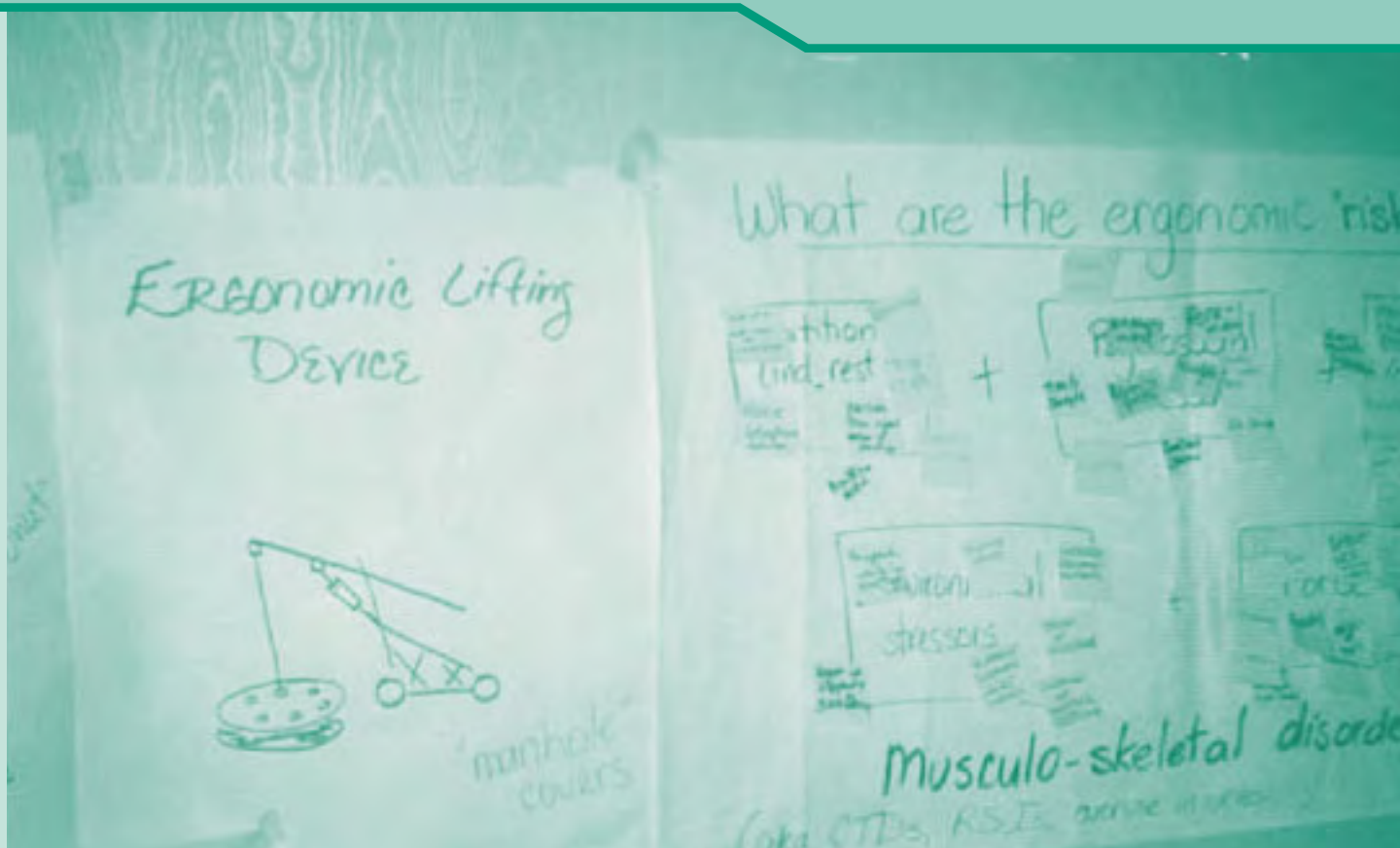
level, including campaigns against the practice, promotion of core labour standards and improvement of occupational health and safety.

In Chapter 3 initiatives undertaken by employers' organizations are reviewed. The most direct way that employers can combat child labour is by ensuring that their own business practices and those of their suppliers and subcontractors comply with child labour laws and international conventions. This chapter shows how their umbrella organizations can also have a significant impact by supporting direct action programmes, establishing codes of conduct, raising awareness and participating in child labour committees and child labour monitoring.

Chapter 4 describes child labour initiatives from the cooperative sector, including several that focus on the food supply chain. With 50 per cent of global agricultural output marketed through cooperatives, this could be a promising source of future collaboration for child labour action.

Chapter 5 describes several important multi-stakeholder initiatives concerning the production of bananas, cocoa, coffee, cut flowers, and tobacco that have been developed over the past few years. These cover a wide range of activities, including research, codes of conduct, certification schemes and direct action. Although several of the initiatives or programmes presented here have not been in place long enough to draw definitive conclusions as to their long-term impact, they have been included because they illustrate promising approaches and interventions that may serve as a basis for replication in the future.

In Chapter 6, four international agricultural organizations provide reviews of their policies, perspectives, programmes, projects and other activities that relate to child labour issues. While initiatives to tackle child labour are not central to their work, analysis of their current programmes and activities shows that they have in fact much to contribute



Guidebook 5

Training resources for Guidebooks 1-4

In order to ensure that the IPEC Guidance on Policy and Practice is widely understood and applied, policy/decision-makers must become familiar with it and be able to use it in their particular sphere.

Guidebook 5 provides training activities and resources to help experienced trainers with the familiarization process. They are designed to help experienced trainers train policy/decision-makers in their stakeholder organizations; assist them to understand and use Guidebooks 1 – 4; and provide feedback to IPEC on guidebook usage, successes and challenges.

Guidebook 5 is divided into three chapters:

Chapter 1: "Setting the scene" states the content and purpose of Guidebook 5.

Chapter 2: "A menu of training activities for key policy/decision makers" is intended for use by trainers with the intended target groups. IPEC realizes that trainers are busy people who may be given little time to devise educational activities and programmes within their organizations. The training activities provided in Chapter 2 have been devised to provide experienced trainers with a menu of activities designed for a variety of different situations.

Chapter 3: "Feedback" provides structured worksheets for trainers to give feedback to IPEC on: the use of the guidebooks; successes and challenges; examples of the situation in their country/region with regard to hazardous child labour and progress towards its elimination.

3. Who can use the guidebooks?

The guidebooks contained in this *Guidance on policy and practice* can be useful for all those involved or interested in eliminating child labour in agriculture. Whilst it is written principally to assist policy-makers involved in the elimination of child labour in agriculture, it can also provide information of relevance to wider audiences. The exact manner in which it is used will depend on the user and the particulars of his or her interest. Some examples of the broad range of users who might make use of this set of publications include:

- **Government decision-makers and agency staff:** policy-makers, programme managers, planners and others charged with formulating and implementing policies and programmes against child labour (in a general manner) and other organizations/institutions targeted for advocacy and/or collaboration on the elimination of hazardous child labour.
- **Tripartite constituents:** Policy-makers, programme/project managers and others in agricultural employers' organizations, farmers' organizations, outgrower associations, farmers' cooperatives, farm/plantation companies, agricultural contractors' and sub-contractors' organizations, agricultural trade unions, national trade union centres charged with advising on child labour issues and/or formulating and implementing programmes against child labour.
- **Occupational safety and health (OSH) specialists:** policy-makers, programme/project managers, specialists and others in government departments (e.g. labour, health, agriculture), labour inspectors, farm/plantation company OSH officers and managers, employer and trade union OSH specialists, joint management-worker OSH committees, worker OSH representatives, OSH institutions and networks, and health managers dealing with OSH issues on a regular basis.
- **Agricultural specialists:** policy-makers, programme/project managers, agricultural extension officers, agronomists and others in government agricultural departments and agencies (links with national agricultural policy and programmes), agricultural training establishments, agricultural research institutes, farm/plantation companies, agricultural policy institutes, and agricultural intergovernmental and international agencies/organizations.
- **ILO-IPEC staff:** headquarters, ILO regional and area offices and specialist staff/teams.

For those wishing to go into greater depth on particular issues, the types of detailed analysis and discussions found in the Additional information on the CD-ROM would be of relevance.

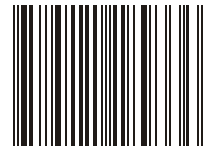
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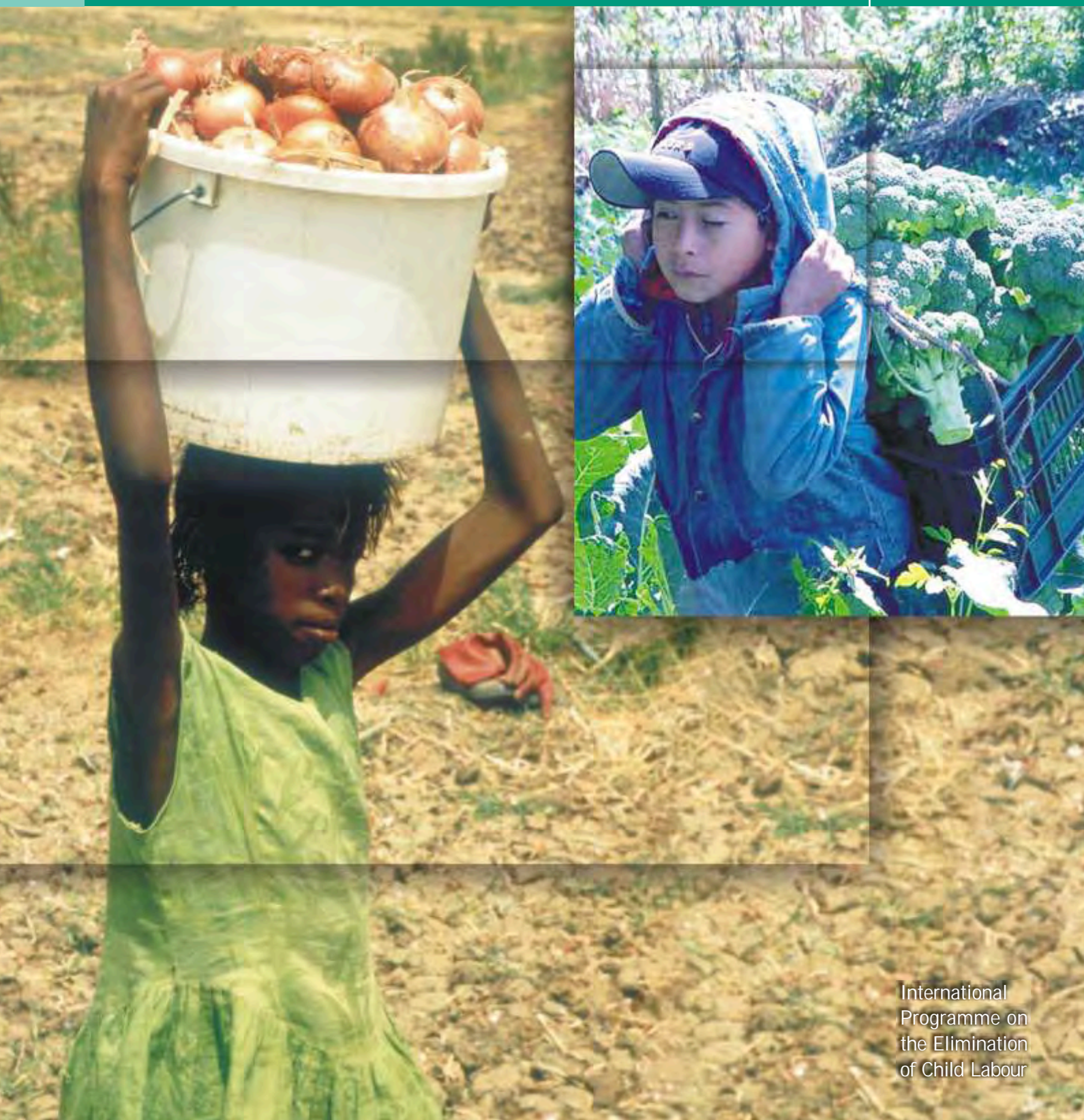
Tackling hazardous child labour in agriculture

Guidance on policy and practice



International
Labour
Organization

Background policy information



International
Programme on
the Elimination
of Child Labour

Tackling hazardous child labour in agriculture: Guidance on policy and practice

Guidebook 1

Background policy information



International Labour Organization
International Programme on the Elimination of Child Labour

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Tackling hazardous child labour in agriculture: Guidance on policy and practice
Background policy information

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Tackling hazardous child labour in agriculture

Guidance on policy and practice

Additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *User guide, including background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

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Links to *ILO Encyclopaedia on occupational safety & health*.

■ Internet connection

<http://www.ilo.org.childlabour>

Guidebook 1: Background policy information



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1. Introduction

1.1 The ILO's view on child labour

The International Labour Organization's goal with regard to child labour is the progressive elimination of all its forms worldwide. The worst forms of child labour, which include hazardous work, commercial sexual exploitation, trafficking of children and all forms of slavery, among others, should be abolished as a priority.

This guidebook and the four others of this series are based on the framework on child labour policy provided by the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child Labour Convention, 1999, (No. 182). Both these conventions are explained in detail in this guidebook.

As mandated by its tripartite constituents - governments and employers' and workers' organizations - the ILO's immediate goal is the elimination of hazardous child labour (along with the other worst forms) in all occupational sectors. In agriculture, governments may make only limited exemptions - as per Article 16 of the ILO Convention on Safety and Health in Agriculture, 2001 (No. 184) - for what are termed "young workers".

1.2 The contents of this guidebook

Drawing from ILO Conventions and other relevant international standards, this guidebook defines the principal terms used in subsequent guidebooks that are essential to understanding child labour issues. Key articles of the ILO Conventions cited in the following definitions are provided in full in Appendices 1-3 of this guidebook.

2. Definitions of key terminology used in these guidebooks

2.1 Who is “a child”?

Article 2 of the ILO Worst Forms of Child Labour Convention, 1999 (No.182) states that “the term ‘child’ shall apply to all persons under the age of 18.” This is the definition that is followed in this Guidance on Policy and Practice.

2.2 What is “child labour”?

Child labour is work that harms children's well being and hinders their education, development and future livelihoods. Child labour is work which, by its nature and/or the way it is carried out, harms, abuses and exploits the child or deprives the child of an education.¹

2.3 What are “the worst forms of child labour”?

Whilst child labour of both boys and girls takes many different forms, the elimination of the worst forms of child labour as defined by Article 3 of ILO Convention No. 182 is a priority. These are:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) **work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.**

2.4 What is “hazardous child labour”?

Subparagraph (d) of Article 3 cited above describes what is referred to as “hazardous child labour (HCL)”. HCL is work in dangerous or unhealthy conditions that could result in a child being killed, or injured (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements.²

Note that “hazard” and “risk” are two terms that are used frequently in these guidebooks. A “hazard” is anything with the potential to do harm. A “risk” is the likelihood of potential harm from that hazard being realized. For example, the hazard associated with power-driven

agricultural machinery might be getting trapped or entangled by moving parts. The risk will be high if guards are not fitted and workers are in close proximity to the machine. If however, the machine is properly guarded, regularly maintained and repaired by competent staff, then the risk will be lower.

Advice for governments on some *hazardous child labour* activities which should be prohibited is given in the ILO Worst Forms of Child Labour Recommendation, 1999 (No 190), which accompanies Convention No. 182:

Paragraph 3. In determining the types of work referred to under Article 3(d) of the Convention, and in identifying where they exist, consideration should be given, inter alia, to:

- (a) work which exposes children to physical, psychological or sexual abuse;
- (b) work underground, under water, at dangerous heights or in confined spaces;
- (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

Under Article 6 of Convention No. 182, governments are required to:

- design and implement programmes of action to eliminate as a priority the worst forms of child labour; and
- consult with relevant government institutions and employers' and workers' organizations, taking into consideration the views of other concerned groups as appropriate.
- Convention No. 182 calls for international cooperation and assistance for putting an immediate end to the worst forms of child labour through (i) priority action to determine which hazards bring work into the category of the worst forms; (ii) the establishment of monitoring mechanisms and the implementation of programmes of action; (iii) the adoption of measures for prevention, rehabilitation and reintegration; and (iv) particular attention to children at special risk and the situation of girls.

2.5 Children's rights with regard to work

All adults and children are entitled to certain rights by virtue of being human, and it is recognized that children have rights of their own.³ Children need to know their rights, including the right to work in a safe and healthful workplace environment where hazards have been identified, risks assessed and appropriate prevention or control measures put in place. This includes a right to know about the dangers and risks to their own health and safety and the consequences of working on their education and futures. They need to learn how to protect themselves and which laws exist specifically for their protection and whom they can turn to for help.⁴ Young workers should also have the right to refuse dangerous work tasks and conditions and should receive workers' compensation in the event of work injury or illness.

2.6 Other terminology associated with the use of the word “child”

As noted in Section 1.1, Convention No. 182 states that “the term ‘child’ shall apply to all persons under the age of 18”. However, there are other sub-categories, based upon age, which are relevant to action on child labour.

Young workers are female and male adolescents below age 18 who have attained the minimum legal age for admission to employment and are therefore legally authorised to work under certain conditions. The ILO Minimum Age Convention, 1973 (No.138) stipulates that ratifying States fix a minimum age for admission to employment or work. Under this Convention, the minimum age for employment or work should not be less than 15 years, but developing countries may fix it at 14. A number of countries have fixed it at 16.

This does *not* mean that young workers should be engaged in hazardous work. Efforts must be made to ensure that young workers are not automatically engaged in hazardous work. The Safety and Health in Agriculture Convention, 2001 (No. 184) makes specific reference to young workers and hazardous work which is consistent with the two child labour Conventions No. 138 and No.182. Article 16 of Convention No. 184 states:

The minimum age for assignment to work in agriculture which by its nature or the circumstances in which it is carried out is likely to harm the safety and health of young persons shall not be less than 18 years.

But, in Article 16(3):

National laws or regulations or the competent authority may, after consultation with the representative organizations of employers and workers concerned, authorise the performance of hazardous work as from 16 years of age on condition that appropriate prior training is given and the safety and health of the young workers are fully protected.

In general, girls and boys aged 13-15 are permitted to carry out “**light work**” under the ILO Minimum Age Convention No. 138. Article 7 states that:

1. National laws or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is:
 - (a) not likely to be harmful to their health or development; and
 - (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received.

Article 7, Paragraph 4 of the same Convention allows developing countries to substitute the ages of 12 and 14 for 13 and 15 in Paragraph 1 above.

Clearly, the term “child labour” does *not* encompass all work performed by girls and boys under the age of 18. Child labour is *not* children doing small tasks around the house, nor is it children participating in work appropriate to their level of development and which allows them to acquire practical skills. Millions of young people legitimately undertake work, paid or unpaid, that is appropriate for their age and level of

maturity. By so doing, they learn to take responsibility, they gain skills, they add to their families' and their own well-being and income, and they contribute to their countries' economies.

2.7 The scope of agricultural activities covered by the term “agricultural sector”

Agriculture is a complex and heterogeneous economic sector comprised of a number of sub-sectors. It involves agricultural production methods that differ from country to country and between developed and developing countries. It ranges from highly industrialized, commercial production to traditional small-scale, subsistence farming. The distinction that has traditionally been drawn between these two types of farming is slowly eroding, however, with the increasing commercialization and industrialization of agriculture, especially in response to the promotion of export-orientated agriculture by governments and multinational enterprises.

“Agriculture” covers different types of farming activities, such as crop production, horticultural/fruit production, livestock raising, livestock-food preparation, forestry activities, fish farming, and insect raising. It also includes many other associated activities: the primary processing and packaging of agricultural and animal products, crop storage, pest management, irrigation, construction and domestic tasks (carrying of water, fuel-wood, etc.), as well as the use and maintenance of machinery, equipment, appliances, tools and agricultural installations. It can include any process, operation, transport or storage directly related to agricultural production. This should be considered as a working definition of agriculture and not exclusive.

3. Strategies for the elimination of child labour

IPEC's experience has shown that parents and families who are given a viable choice prefer to keep children out of the workplace. While the issue of child labour cannot be resolved overnight, one of the top priorities must be preventing and eliminating the participation of children in hazardous work. This is a complex task and will often involve government policies aimed at promoting adult employment, raising incomes and improving living standards. The simple removal of children from the workplace does not have a significant impact unless it is carried out in the context of a national policy that promotes the rights, welfare and sound development of children and encourages their participation in finding solutions to the problem of child labour.

IPEC's strategies for elimination of hazardous child labour can be classified under three general headings: prevention, withdrawal, and protection.

3.1 Prevention

Prevention is the primary long-term aim. It means identifying children at potential risk, keeping them out of hazardous work and stopping them from becoming child labourers in the first place. To ensure that parents see schooling as the best option for their children, families need, among other things, income security and social benefits, like health insurance, to survive short and long-term crises.

Investment in the prevention of child labour is the most cost-effective approach to ending child labour in the long run. Systems of prevention need to be carefully designed by the government or non-state agencies. Micro-insurance schemes organized by civil society groups at the local level are one example. These can be linked into larger structures, such as banks and credit schemes. The government can help by providing start-up funds, matching workers' contributions and developing supportive laws. Self-help groups can provide assistance through cooperatives, mutual benefit societies and so on, which are usually financed by beneficiary contributions.



Preventing child labour also goes hand in hand with promoting decent work for adults, one of the pillars of the ILO's Global Employment Agenda (see box 1).

Box 1: The seven pillars of the ILO Global Employment Agenda

The seven principles or "pillars" underlying the ILO's Global Employment Agenda are:

1. promoting decent work as a productive factor
2. building a new, pro-employment macroeconomic framework
3. promoting entrepreneurship and private investment
4. improving the productivity and opportunities of the working poor to provide decent work
5. ending discrimination in the labour market
6. promoting socially and environmentally sustainable growth
7. promoting employability and adaptability

Source: ILO: *Global Employment Agenda* (Geneva, 2003), Part II, p. 4.

3.2 Withdrawal

The withdrawal and subsequent rehabilitation of children already carrying out hazardous work includes:

- identifying those children in hazardous work;
- removing them from workplaces; and
- getting them into school and/or skills training.

Children in the worst forms of child labour need urgent action for rescue and rehabilitation. Measures to withdraw children from hazardous work include may rely on persuasion through dialogue with parents, children, employers or law enforcement authorities or radical "rescue" operations.

Community-based, integrated initiatives tailored to the specific needs of each target group, with close community participation, have proven to be the most effective solutions. Action to rescue child victims of the worst forms of labour should be accompanied by long-term holistic approaches to attack underlying family poverty, including the improvement in access to land, housing and economic opportunities.

3.3 Protection

IPEC's protection strategy recognizes the reality that many children remain in the workplace in the short term whilst withdrawal strategies are pursued or because they have achieved the current minimum legal working age in their country (14-17 years).

These older children continue to be at risk and need to be protected. This may require improving occupational safety and health (OSH) and working conditions and arrangements in the workplace. Strengthening risk management⁵ in the agricultural undertaking is considered to be a basis for these types of initiative (see Guidebook 3, Chapter 3, box 15).

An important instrument that policy-makers can use as part of their strategy to tackle hazardous child labour in agriculture is a legally-binding list of hazardous work activities and sectors that are prohibited for children. Countries that have ratified ILO Convention No.182 are obligated to do this under Article 4. In drawing up a national list, countries must also identify where such hazardous work is found and devise measures to implement the prohibitions or restrictions included in their list (see box 2). Because this list is critical to subsequent efforts to eliminate hazardous child labour, the Convention emphasizes the importance of a proper consultative process, especially with workers' and employers' organizations, in drawing up and implementing it.

In 2005, IPEC and ILO SafeWork jointly produced a law and practice report on hazardous child labour⁷ to help ILO's tripartite constituents with preparation of their national hazardous child labour list. The report identifies common elements in national lists of some 45 countries that have gone through the process. By way of guidance, it suggests a model list of elements that could be considered by countries either establishing a list for the first time or reviewing an existing list.

Box 2: National lists of hazardous child labour

The ILO recommends a six step process⁶ to draw up and implement the provisions of the list:

Step 1: Create a structure

- Determine how the government will manage the process
- Involve employers' organizations and trade unions, plus other bodies with specific expertise

Step 2: Collect existing and new information

- Review international standards
- Take stock of current laws and regulations
- Gather information on hazards, risk management, and locations

Step 3: Compile the list of hazardous work

- Identify criteria for selecting items for the list
- Determine hazardous occupations, activities, and conditions
- Decide how to protect children who are old enough to work legally because they have attained the minimum age for employment

Step 4: Give the list legal force

- The "competent authority" must ensure that the list has legal force and that its provisions can be enforced

Step 5: Promote and use the list

- Work out how to publicise and circulate the hazardous child labour list
- Promote awareness raising and training activities for stakeholder organizations in use of the list
- Set timetables for action

Step 6: Review and update the list periodically on a consultative basis

- Review and update the list and corresponding laws on a periodic basis
- Establish a government-coordinated, consultative mechanism or body to carry out this function

3.4 Children's participation

Recommendation 190 associated with ILO Convention No. 182 states: “The programmes of action referred to ... in the Convention should be designed and implemented ... in consultation ... taking into consideration the views of the children directly affected by the worst forms of child labour ...”. In other words, within the context of the work of IPEC, children constitute one of the stakeholder groups of its programmes and therefore are consulted as such. Children's participation in designing and implementing programmes affecting their occupational safety and health and well-being should be fully encouraged.

The international community is currently highlighting the need for greater and more meaningful child participation within the framework of a number of global initiatives, including Education For All, the elimination of child labour, HIV/AIDS, follow-up to the “World fit for children” initiative, and so on. It is important that means and methodologies are elaborated and improved to ensure that this significant group of stakeholders define their own ways of contributing to global efforts to help and support them in their development and fulfilment. The ILO fully endorses the need for meaningful child participation and IPEC has developed its own methodology for facilitating this through the SCREAM Stop Child Labour programme (www.ilo.org/scream), which is an interactive programme based on the use of the visual, literary and performing arts, the media and campaigning and community mobilization.⁸ In addition, IPEC is in the process of developing its own guidelines to enhance meaningful child participation in its programmes and activities.

Appendix 1:

ILO Minimum Age Convention, 1973

(No. 138) – Key articles

- Article 1** Each Member for which this Convention is in force undertakes to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons.
- Article 2**
1. Each Member which ratifies this Convention shall specify, in a declaration appended to its ratification, a minimum age for admission to employment or work within its territory and on means of transport registered in its territory; subject to Articles 4 to 8 of this Convention, no one under that age shall be admitted to employment or work in any occupation.
 2. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office, by further declarations, that it specifies a minimum age higher than that previously specified.
 3. The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.
 4. Notwithstanding the provisions of paragraph 3 of this Article, a Member whose economy and educational facilities are insufficiently developed may, after consultation with the organizations of employers and workers concerned, where such exist, initially specify a minimum age of 14 years.
 5. Each Member which has specified a minimum age of 14 years in pursuance of the provisions of the preceding paragraph shall include in its reports on the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization a statement—
 - (a) that its reason for doing so subsists; or
 - (b) that it renounces its right to avail itself of the provisions in question as from a stated date.
- Article 3**
1. The minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years.
 2. The types of employment or work to which paragraph 1 of this Article applies shall be determined by national laws or regulations or

by the competent authority, after consultation with the organizations of employers and workers concerned, where such exist.

3. Notwithstanding the provisions of paragraph 1 of this Article, national laws or regulations or the competent authority may, after consultation with the organizations of employers and workers concerned, where such exist, authorise employment or work as from the age of 16 years on condition that the health, safety and morals of the young persons concerned are fully protected and that the young persons have received adequate specific instruction or vocational training in the relevant branch of activity.

Article 4

1. In so far as necessary, the competent authority, after consultation with the organizations of employers and workers concerned, where such exist, may exclude from the application of this Convention limited categories of employment or work in respect of which special and substantial problems of application arise.
2. Each Member which ratifies this Convention shall list in its first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organization any categories which may have been excluded in pursuance of paragraph 1 of this Article, giving the reasons for such exclusion, and shall state in subsequent reports the position of its law and practice in respect of the categories excluded and the extent to which effect has been given or is proposed to be given to the Convention in respect of such categories.
3. Employment or work covered by Article 3 of this Convention shall not be excluded from the application of the Convention in pursuance of this Article.

Article 5

1. A Member whose economy and administrative facilities are insufficiently developed may, after consultation with the organizations of employers and workers concerned, where such exist, initially limit the scope of application of this Convention.
2. Each Member which avails itself of the provisions of paragraph 1 of this Article shall specify, in a declaration appended to its ratification, the branches of economic activity or types of undertakings to which it will apply the provisions of the Convention.
3. The provisions of the Convention shall be applicable as a minimum to the following: mining and quarrying; manufacturing; construction; electricity, gas and water; sanitary services; transport, storage and communication; and plantations and other agricultural undertakings mainly producing for commercial purposes, but excluding family and small-scale holdings producing for local consumption and not regularly employing hired workers.
4. Any Member which has limited the scope of application of this Convention in pursuance of this Article—

- (a) shall indicate in its reports under Article 22 of the Constitution of the International Labour Organization the general position as regards the employment or work of young persons and children in the branches of activity which are excluded from the scope of application of this Convention and any progress which may have been made towards wider application of the provisions of the Convention;
- (b) may at any time formally extend the scope of application by a declaration addressed to the Director-General of the International Labour Office.

Article 6 This Convention does not apply to work done by children and young persons in schools for general, vocational or technical education or in other training institutions, or to work done by persons at least 14 years of age in undertakings, where such work is carried out in accordance with conditions prescribed by the competent authority, after consultation with the organizations of employers and workers concerned, where such exist, and is an integral part of—

- (a) a course of education or training for which a school or training institution is primarily responsible;
- (b) a programme of training mainly or entirely in an undertaking, which programme has been approved by the competent authority; or
- (c) a programme of guidance or orientation designed to facilitate the choice of an occupation or of a line of training.

Article 7

1. National laws or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is—
 - (a) not likely to be harmful to their health or development; and
 - (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received.
2. National laws or regulations may also permit the employment or work of persons who are at least 15 years of age but have not yet completed their compulsory schooling on work which meets the requirements set forth in sub-paragraphs (a) and (b) of paragraph 1 of this Article.
3. The competent authority shall determine the activities in which employment or work may be permitted under paragraphs 1 and 2 of this Article and shall prescribe the number of hours during which and the conditions in which such employment or work may be undertaken.
4. Notwithstanding the provisions of paragraphs 1 and 2 of this Article, a Member which has availed itself of the provisions of paragraph 4 of Article 2 may, for as long as it continues to do so, substitute the ages 12 and 14 for the ages 13 and 15 in

paragraph 1 and the age 14 for the age 15 in paragraph 2 of this Article.

- Article 8**
1. After consultation with the organizations of employers and workers concerned, where such exist, the competent authority may, by permits granted in individual cases, allow exceptions to the prohibition of employment or work provided for in Article 2 of this Convention, for such purposes as participation in artistic performances.
 2. Permits so granted shall limit the number of hours during which and prescribe the conditions in which employment or work is allowed.

- Article 9**
1. All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority to ensure the effective enforcement of the provisions of this Convention.
 2. National laws or regulations or the competent authority shall define the persons responsible for compliance with the provisions giving effect to the Convention.
 3. National laws or regulations or the competent authority shall prescribe the registers or other documents which shall be kept and made available by the employer; such registers or documents shall contain the names and ages or dates of birth, duly certified wherever possible, of persons whom he employs or who work for him and who are less than 18 years of age.

Appendix 2:

ILO Worst Forms of Child Labour Convention, 1999 (No. 182) – Key articles

- Article 1** Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.
- Article 2** For the purposes of this Convention, the term *child* shall apply to all persons under the age of 18.
- Article 3** For the purposes of this Convention, the term *the worst forms of child labour* comprises:
- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
 - (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
 - (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
 - (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.
- Article 4**
1. The types of work referred to under Article 3(d) shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, taking into consideration relevant international standards, in particular Paragraphs 3 and 4 of the Worst Forms of Child Labour Recommendation, 1999.
 2. The competent authority, after consultation with the organizations of employers and workers concerned, shall identify where the types of work so determined exist.
 3. The list of the types of work determined under paragraph 1 of this Article shall be periodically examined and revised as necessary, in consultation with the organizations of employers and workers concerned.
- Article 5** Each Member shall, after consultation with employers' and workers' organizations, establish or designate appropriate mechanisms to monitor the implementation of the provisions giving effect to this Convention.

- Article 6**
1. Each Member shall design and implement programmes of action to eliminate as a priority the worst forms of child labour.
 2. Such programmes of action shall be designed and implemented in consultation with relevant government institutions and employers' and workers' organizations, taking into consideration the views of other concerned groups as appropriate.

- Article 7**
1. Each Member shall take all necessary measures to ensure the effective implementation and enforcement of the provisions giving effect to this Convention including the provision and application of penal sanctions or, as appropriate, other sanctions.
 2. Each Member shall, taking into account the importance of education in eliminating child labour, take effective and time-bound measures to:
 - (a) prevent the engagement of children in the worst forms of child labour;
 - (b) provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration;
 - (c) ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour;
 - (d) identify and reach out to children at special risk; and
 - (e) take account of the special situation of girls.
 3. Each Member shall designate the competent authority responsible for the implementation of the provisions giving effect to this Convention.

- Article 8**
- Members shall take appropriate steps to assist one another in giving effect to the provisions of this Convention through enhanced international cooperation and/or assistance including support for social and economic development, poverty eradication programmes and universal education.

Appendix 3:

ILO Safety and Health in Agriculture Convention, 2001 (No. 184) – Key articles

- Article 1** For the purpose of this Convention the term *agriculture* covers agricultural and forestry activities carried out in agricultural undertakings including crop production, forestry activities, animal husbandry and insect raising, the primary processing of agricultural and animal products by or on behalf of the operator of the undertaking as well as the use and maintenance of machinery, equipment, appliances, tools, and agricultural installations, including any process, storage, operation or transportation in an agricultural undertaking, which are directly related to agricultural production.
- Article 2** For the purpose of this Convention the term *agriculture* does not cover:
- (a) subsistence farming;
 - (b) industrial processes that use agricultural products as raw material and the related services; and
 - (c) the industrial exploitation of forests.
- Article 3**
1. The competent authority of a Member which ratifies the Convention, after consulting the representative organizations of employers and workers concerned:
 - (a) may exclude certain agricultural undertakings or limited categories of workers from the application of this Convention or certain provisions thereof, when special problems of a substantial nature arise; and
 - (b) shall, in the case of such exclusions, make plans to cover progressively all undertakings and all categories of workers.
 2. Each Member shall list, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organization, any exclusions made in pursuance of paragraph 1(a) of this Article giving the reasons for such exclusion. In subsequent reports, it shall describe the measures taken with a view to extending progressively the provisions of the Convention to the workers concerned.

II. GENERAL PROVISIONS

- Article 4**
1. In the light of national conditions and practice and after consulting the representative organizations of employers and workers concerned, Members shall formulate, carry out and periodically review a coherent national policy on safety and health in agriculture. This policy shall have the aim of preventing accidents and injury to health arising out of, linked with, or occurring in the course of work, by eliminating, minimizing or controlling hazards in the agricultural working environment.
 2. To this end, national laws and regulations shall:
 - (a) designate the competent authority responsible for the implementation of the policy and for the enforcement of national laws and regulations on occupational safety and health in agriculture;
 - (b) specify the rights and duties of employers and workers with respect to occupational safety and health in agriculture; and
 - (c) establish mechanisms of inter-sectoral coordination among relevant authorities and bodies for the agricultural sector and define their functions and responsibilities, taking into account their complementarity and national conditions and practices.
 3. The designated competent authority shall provide for corrective measures and appropriate penalties in accordance with national laws and regulations, including, where appropriate, the suspension or restriction of those agricultural activities which pose an imminent risk to the safety and health of workers, until the conditions giving rise to the suspension or restriction have been corrected.

Article 5

1. Members shall ensure that an adequate and appropriate system of inspection for agricultural workplaces is in place and is provided with adequate means.
2. In accordance with national legislation, the competent authority may entrust certain inspection functions at the regional or local level, on an auxiliary basis, to appropriate government services, public institutions, or private institutions under government control, or may associate these services or institutions with the exercise of such functions.

III. PREVENTIVE AND PROTECTIVE MEASURES

GENERAL

- Article 6**
1. In so far as is compatible with national laws and regulations, the employer shall have a duty to ensure the safety and health of workers in every aspect related to the work.
 2. National laws and regulations or the competent authority shall provide that whenever in an agricultural workplace two or more employers undertake activities, or whenever one or more employers and one or more self-employed persons undertake activities, they shall cooperate in applying the safety and health requirements. Where appropriate, the competent authority shall prescribe general procedures for this collaboration.
- Article 7**
- In order to comply with the national policy referred to in Article 4 of the Convention, national laws and regulations or the competent authority shall provide, taking into account the size of the undertaking and the nature of its activity, that the employer shall:
- (a) carry out appropriate risk assessments in relation to the safety and health of workers and, on the basis of these results, adopt preventive and protective measures to ensure that under all conditions of their intended use, all agricultural activities, workplaces, machinery, equipment, chemicals, tools and processes under the control of the employer are safe and comply with prescribed safety and health standards;
 - (b) ensure that adequate and appropriate training and comprehensible instructions on safety and health and any necessary guidance or supervision are provided to workers in agriculture, including information on the hazards and risks associated with their work and the action to be taken for their protection, taking into account their level of education and differences in language; and
 - (c) take immediate steps to stop any operation where there is an imminent and serious danger to safety and health and to evacuate workers as appropriate.
- Article 8**
1. Workers in agriculture shall have the right:
 - (a) to be informed and consulted on safety and health matters including risks from new technologies;
 - (b) to participate in the application and review of safety and health measures and, in accordance with national law and practice, to select safety and health representatives and representatives in safety and health committees; and
 - (c) to remove themselves from danger resulting from their work activity when they have reasonable justification to believe there is an imminent and serious risk to their safety and health

and so inform their supervisor immediately. They shall not be placed at any disadvantage as a result of these actions.

2. Workers in agriculture and their representatives shall have the duty to comply with the prescribed safety and health measures and to cooperate with employers in order for the latter to comply with their own duties and responsibilities.
3. The procedures for the exercise of the rights and duties referred to in paragraphs 1 and 2 shall be established by national laws and regulations, the competent authority, collective agreements or other appropriate means.
4. Where the provisions of this Convention are implemented as provided for by paragraph 3, there shall be prior consultation with the representative organizations of employers and workers concerned.

MACHINERY SAFETY AND ERGONOMICS

- Article 9**
1. National laws and regulations or the competent authority shall prescribe that machinery, equipment, including personal protective equipment, appliances and hand tools used in agriculture comply with national or other recognized safety and health standards and be appropriately installed, maintained and safeguarded.
 2. The competent authority shall take measures to ensure that manufacturers, importers and suppliers comply with the standards referred to in paragraph 1 and provide adequate and appropriate information, including hazard warning signs, in the official language or languages of the user country, to the users and, on request, to the competent authority.
 3. Employers shall ensure that workers receive and understand the safety and health information supplied by manufacturers, importers and suppliers.

Notes

1. IPEC: *Every child counts: New global estimates on child labour*, (Geneva, ILO, 2002), p 23.
2. IPEC: *Training resource pack on elimination of hazardous child labour in agriculture* (Geneva, ILO, 2005).
3. IPEC and the Inter-parliamentary Union: *Eliminating the WFCL. Handbook for Parliamentarians No. 3*, (Geneva, ILO, 2002), p 29.
4. IPEC: *Action against child labour* (Geneva, ILO, 2000), p 150.
5. ILO: *Guidelines on occupational safety and health systems* (Geneva, 2001).
6. IPEC: *Eliminating hazardous child labour step by step* (Geneva, ILO, undated brochure).
7. IPEC and ILO SafeWork: *Law and Practice Report on the Health and Safety Aspects of ILO Convention No. 182 in Preparation for an ILO Tripartite Meeting of Experts on Hazardous Child Labour* (Geneva, ILO, 2005).
8. This resource material for SCREAM (Securing Children's Rights through Education, the Arts and the Media) is available from www.ilo.org/scream or by contacting ILO-IPEC directly.

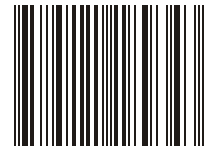
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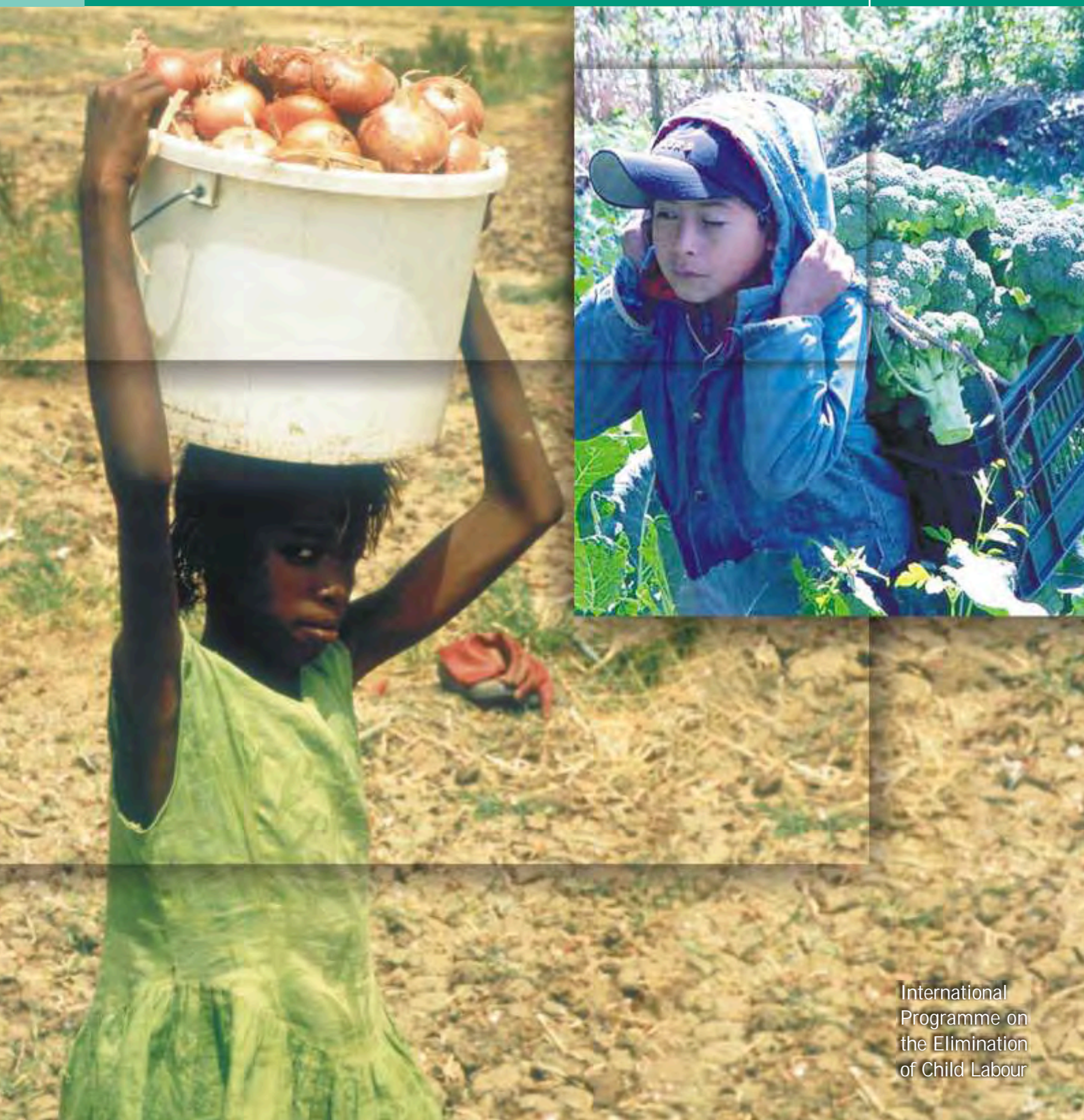
Tackling hazardous child labour in agriculture

Guidance on policy and practice



International
Labour
Organization

Overview of child labour in agriculture



International
Programme on
the Elimination
of Child Labour

Tackling hazardous child labour in agriculture

Guidance on policy and practice

Guidebook 2

Overview of child labour in agriculture



International Labour Organization
International Programme on the Elimination of Child Labour

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Tackling hazardous child labour in agriculture: Guidance on policy and practice
Overview of child labour in agriculture

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Tackling hazardous child labour in agriculture

Guidance on policy and practice

Additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *User guide, including background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4.*

To supplement the five Guidebooks, additional information on tackling hazardous child labour in agriculture is provided on the CD-ROM as follows:

■ International Labour Organization (ILO) Conventions and their Recommendations

- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182); and Recommendation (No. 190).
- Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138); and Recommendation (No. 146).
- Convention concerning Safety and Health in Agriculture, 2001 (No.184); and Recommendation (No.192).

■ ILO International Programme on the Elimination of Child Labour: Publications

- IPEC: *Training Resource Pack on Elimination of Hazardous Child Labour in Agriculture* (Geneva, ILO, 2005).
- IPEC. *Bolivia - Child labour in sugarcane* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Ecuador - Child labour in flower plantations.* (ILO, Geneva), Rapid assessment, 2000.
- IPEC: *El Salvador - Child labour in sugarcane.* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Coffee.* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Child Labour in the Horticulture Sector in Arumeru District.* (ILO, Geneva), Rapid assessment, 2002.

- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tea*. (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tobacco*. (ILO, Geneva), Rapid assessment, 2001.

■ **ILO Bureau for Employers' Activities (ACTEMP)**

- *Rapid assessment on child labour in the horticultural sector in Moldova*. Moldovan National Federation of Employers in Agriculture and Food Industry (FNPAIA) and ILO ACTEMP, Chisnau, Moldova, 2005.
- *Rapid assessment survey report: Child labour in five commercial oil palm and rubber plantations in Ghana*. Ghana Employers' Association and ILO ACTEMP, 2005.

■ **ILO Bureau for Workers' Activities (ACTRAV)**

Bitter Harvest: Child labour in agriculture. ILO ACTRAV, Geneva, 2002.

■ **ILO SAFEWORK/CIS**

Links to *ILO Encyclopaedia on occupational safety & health*.

■ **Internet connection**

<http://www.ilo.org.childlabour>

I. Introductory note

I.1 The ILO's view on child labour

The International Labour Organization's goal with regard to child labour is the progressive elimination of all its forms worldwide. The worst forms of child labour, which include hazardous work, commercial sexual exploitation, trafficking of children and all forms of slavery, among others, should be abolished as a priority.

This guidebook and the three others of this series are based on the framework on child labour policy provided by the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child Labour Convention, 1999, (No. 182). Both these Conventions are explained in detail in Guidebook 1, "Background policy information".

In brief, child labour is work that harms children's well being and hinders their education, development and future livelihoods. Child labour is work which, by its nature and/or the way it is carried out, harms, abuses and exploits the child or deprives the child of an education. As per Convention No. 182, the term "child" shall apply to all persons *under the age of 18*.¹

"Hazardous child labour" is work in dangerous or unhealthy conditions that could result in children being killed, or injured (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements. Child labour in agriculture is of particular concern as agriculture is one of the most dangerous and under-regulated economic sectors worldwide for all workers, and it is the sector where over 70 per cent of child labour is found.

As mandated by its tripartite constituents – governments and employers' and workers' organizations – the ILO's immediate goal is the elimination of hazardous child labour (along with the other worst forms) in all occupational sectors. In agriculture, governments may make only limited exemptions – as per Article 16 of the ILO Convention on Safety and Health in Agriculture, 2001 (No. 184) – for what are termed "young workers". Young workers aged 16 to 17 years may carry out hazardous tasks as part of their training, but only under strict supervision – and never as part of their routine work.

I.II The ILO's strategy to eliminate child labour

The ILO seeks to strategically position child labour elimination at the macro-level in socio-economic development and poverty reduction strategies of its member countries in order to encourage mainstreaming and integration of child labour issues and concerns. In doing so, the ILO – through its International Programme on the Elimination of Child Labour (IPEC) – emphasizes the need for assessing and monitoring the extent and nature of the problem, the strengthening of institutional capacities and the provision of assistance for the development and implementation of national policies.

It is clear from IPEC experience that parents and families who are given a viable choice prefer to keep children out of the workplace. Thus, the ILO's strategies have put increasing emphasis on poverty alleviation as well as expanding and improving institutional mechanisms for education and law enforcement, among other key areas of work. As such, the work of IPEC fits into and supports various development frameworks, such as the Millennium Development Goals, the Poverty Reduction Strategy Papers and the Education for All Initiative.

On a practical level, IPEC supports programmes to *prevent* children from ever starting work, *withdraw* children from workplaces and *rehabilitate* child labourers through placement in schools and/or skills training and other services. However, the reality is that many children – both above and below the minimum legal age for employment – continue to work in hazardous conditions and are at immediate risk. Therefore, *protection* is another key priority. This means improving safety and health standards in workplaces where children are found in order to prevent child deaths, accidents and ill health of both children who can legally work and those under the minimum age, pending withdrawal.

I.III The scope of agricultural activities covered

Agriculture is a complex and heterogeneous economic sector comprised of a number of sub-sectors. It involves agricultural production methods that differ from country to country and between developed and developing countries. It ranges from highly mechanized, intensive commercial and industrialized production to traditional small-scale, subsistence-type farming. The distinction that has traditionally been drawn between these two types of farming is slowly eroding, however, with the increasing commercialization and industrialization of agriculture, especially in response to the promotion of export-orientated agriculture by governments and multinational enterprises.

“Agriculture” covers different types of farming activities, such as crop production, horticultural/fruit production, livestock raising, livestock-food preparation, forestry activities, fish farming, and insect raising. It also includes many other associated activities: the primary processing and packaging of agricultural and animal products, crop

storage, pest management, irrigation, construction and domestic tasks (carrying of water, fuel-wood, etc.), as well as the use and maintenance of machinery, equipment, appliances, tools and agricultural installations. It can include any process, operation, transport or storage directly related to agricultural production. This should be considered as a working definition of agriculture and not exclusive.

I.IV The contents of this guidebook

Chapter 1, “An introduction to child labour in agriculture” describes the numerous ways children are engaged in agriculture around the world and the range of tasks they perform. Child labourers may work on farms with very basic types of equipment, machinery and agricultural inputs (fertilizers, pesticides, etc.) or on commercial enterprises with intensive, highly mechanized production systems. In the vast majority of circumstances, children face serious risks from the inherently hazardous nature of agricultural work.

In Chapter 2, “Causes of child labour in agriculture”, the principal factors that encourage the use of child labour are introduced. While poverty is perhaps the overarching reason children become agricultural workers, it is by no means the only one, nor is it an excuse for the practice. Other influences are also reviewed, including: the lack of accessible quality education, cultural or family traditions, and, in some regions of the world, the HIV/AIDS epidemic. Among the factors that affect demand are weak regulations and non-enforcement of laws, deficient rural development, difficult access to global markets agricultural goods and consumer pressure.

Chapter 3 of this guidebook provides detailed examples child labour in the production of seven commodities – cocoa, coffee, cottonseed, flowers, sugar cane, tea and tobacco. In each section the principal characteristics of the work children perform, the conditions under which they perform them and the hazards and risks that they face are described.

Chapter 1:

An introduction to child labour in agriculture



The strategic importance of agriculture in the overall economic development of many countries stems from a combination of factors: agriculture is a source of food, export revenue (for many countries, the only source) and capital formation; it has many linkages with other sectors; and, most importantly, it is a significant source of employment, particularly in developing countries, for millions of men, women and children. The agricultural sector is key to rural development.

Girls and boys have historically been and continue to be part of the world's agricultural workforce. They play an important role in crop and livestock production. Much of the food and drink we consume and the fibres and raw materials we use to make other products are produced by child labour in agriculture. The use of child labour in agriculture is a global phenomenon and is found in both developed and developing countries.

Agriculture is the economic sector where most child labour is found. The bulk of working children in the world are found on farms and plantations, not in factories, shops or urban areas. According to IPEC global estimates in 2006, nearly 70 per cent of all child labourers work in agriculture.

While for many the thought of growing up on a farm evokes images of an idyllic childhood with girls and boys working alongside their parents or grandparents in the fresh air and being taught the values of daily chores, the reality is often altogether different. Many of the world's child labourers in agriculture perform hazardous labour – work that can threaten their lives, limbs, health and general well-being. Agriculture is one of the three most dangerous sectors in which to work at any age, along with construction and mining. In terms of fatalities, it ranks second only to mining.¹ It is also a sector where many children are effectively denied education through factors which include, for example, lack of schools and teachers, lack of free education and so on.

The “family farm” element in agriculture that is universal and bound-up with culture and tradition makes it difficult to acknowledge that children can be exploited in such a setting. Children working on family farms can be interpreted as family solidarity. Though this can be the case, it is important to penetrate below the surface and examine working conditions, many of which may well be hazardous, and the amount of time, particularly from girls, that may be devoted to work and thereby lost to education.

Children become farm labourers around the world at an early age. Most statistical surveys only cover child workers aged 10 and above. Many children begin work at an earlier age, however. Rural children, in particular girls, tend to begin work young, at 5, 6 or 7 years of age. In some countries, children under 10 are estimated to account for 20 per cent of child labour in rural areas.² The work that children perform in agriculture is often invisible and unacknowledged because they assist their parents or relatives on the family farm or they undertake piecework or work under a quota system on larger farms or plantations, often as part of migrant worker families.

Agriculture is historically and traditionally an under-regulated sector in many countries. This means that child labour laws – if they exist – are often less stringent in agricultural industries than in other industries. In some countries, adult and child workers in agriculture are not covered by or are exempt from safety and health laws covering other categories of adult workers. Children, for example, are generally allowed to operate machinery and drive tractors at a younger age in agriculture than in other sectors.

Not all work that children undertake in agriculture or elsewhere is bad for them. Indeed, many types of work experience for children can be positive, providing them with practical and social skills for work as adults. Improved self-confidence, self-esteem and work skills are attributes often detected in young people engaged in some aspects of farm work. Such work can contribute both to children's development and the welfare of their families: it can help prepare children to be useful and productive members of society as adults. Child labour is another matter, however. It degrades, often harms and even kills children. It blocks their access to education and/or skills training and

generally limits their possibilities of economic and social mobility and advancement in later life. Child labour also has a long-term negative impact on economic development. Children working today are absent from education that can help them to acquire the knowledge and skills they need to gain productive employment in the future. In turn, an educated workforce is a key ingredient for the development of their societies.³

The prevalence of child labour in agriculture undermines decent work, sustainable agriculture, rural development and food security as it perpetuates a cycle where household income for both farmers and waged workers is insufficient to meet their economic needs. Reducing child labour, therefore, often means helping parents to engage in new income-generating activities.

All of the above factors give agriculture a special status and often make it a no-go area for child labour action. But it is precisely because of these factors – large numbers, hazardous nature of the work, lack of regulation, invisibility, denial of education and the effects of poverty – that agriculture should be a priority sector for the elimination of child labour. Sadly, this is not the case. Since the resurgence of attention to child labour in the early 1990s, far more attention has gone to child labour in the formal export sector, which accounts for perhaps no more than 5 per cent of child labour worldwide, and to specific areas of concern like trafficking.

For agriculture and rural development to be sustainable, it cannot continue to be based on exploitative child labour. In developing and implementing strategies, policies and programmes to combat child labour and put agricultural and rural development and employment on a sustainable footing, many elements and factors need to be taken into account. The following sections describe the many facets of child labour in agriculture and elaborate further on the issues highlighted in the previous paragraphs.

1.1 The size and nature of the global agricultural workforce

The agricultural workforce, which is made up principally of farmers and waged/hired workers, including migrant workers, is estimated at 1.1 to 1.2 billion, accounting for over 50 per cent of the global workforce. Agriculture remains the dominant sector for many countries and central to their economies and to their social structures and organization.⁴

This agricultural workforce is still among the least organized into representative organizations of self-employed farmers or waged workers, continues to register some of the highest incidence of poverty and has least access to effective forms of social protection.⁵

In many countries, the nature of this workforce is undergoing important changes, all or some of which may impact on child labour. Some of the major changes include:

- **The number of waged agricultural workers is growing in most regions of the world even though the agricultural workforce as a whole is shrinking.** More and more small farmers are leaving the land, which is being bought up by large enterprises that rely on waged labour. There are an estimated 450 million waged agricultural workers, representing over 40 per cent of the total agricultural workforce.⁶ This growth in the numbers of waged workers and decline of small farmers in part reflects the increasing industrialization of agriculture in many parts of the world as countries encourage export-orientated agriculture.
- **The number of waged women workers is rapidly increasing.** They already account on average for 20-30 per cent of the waged workforce. Added to the numbers of women farmers, this means that women now account for over 60 per cent of the total agricultural workforce. Women produce two-thirds of the world's food. In general, women provide 50-60 per cent of farm labour, which increases to 80 per cent in rice production.⁷
- **There is increasing use of migrant labour in many countries.** Migrants may come from a different part of a country or be foreign workers. Wherever they come from, migrant workers are always heavily disadvantaged in terms of pay, social protection, housing and medical protection. The migrant labour force often consists of whole families, although only the head of the family is formally employed. In many countries, children of migrant and seasonal workers work next to their parents but do not figure on the payroll. As much work is paid on a piece-rate basis, migrant and seasonal workers need their children to work in order to achieve a living wage.
- **Agricultural employment and conditions of work are becoming increasingly casualized.** Employers are increasingly replacing full-time labour with casual, temporary and migrant labour, and hiring workers through contractors and subcontractors, thereby breaking the direct employment relationship. The consequences of casualization are evident in lower wages, longer hours of work, and lower health, safety and environmental standards and levels of social protection.
- **Many small farmers regularly work on a farm or plantation for part of the year to supplement their meagre earnings.** Their annual income depends on waged work as a regular source of revenue. In reality, they are part-farmer/part-waged worker. A 1998 study of the Mexican agricultural labour market, for example, estimated that as many as 4.8 million farmers, forming 78.3 per cent of the rural labour force, were engaged as waged workers for at least part of the year.⁸ This phenomenon of wage-dependent smallholders, though well known, rarely forms part of agricultural programmes to increase smallholders' wages and improve working conditions and is rarely taken into account in poverty eradication programmes and strategies.

1.2 Children are part of the global agricultural workforce

Historically, children have been part of the agricultural workforce and this is still the reality in many countries today. Of an estimated 218 million child labourers in all occupational sectors in 2006, some 70 per cent of children work in agriculture (with forestry and inland fisheries included).⁹ As the majority of work in rural areas is agricultural, nine out of ten working children in rural areas are engaged in agriculture or similar activities.

Though agriculture takes place mainly in a rural setting, urban agriculture, which is labour intensive and occurs on small plots of land, is found in both developing and industrialized countries. An estimated 200 million farmers work part time in urban agriculture. Thus, agricultural child labourers may also be found in urban areas.

Child labour in agriculture is also a global phenomenon. It is found in all regions of the world and in both developing and developed countries. In Africa, for example, it is estimated that there are between 56 and 72 million child workers in agriculture.¹⁰

According to data from the Current Population Survey, in the United States in 1996, there were an estimated 300,000 workers aged 15 to 17 in agriculture. About 75 per cent of these adolescents were paid farm workers, 15 per cent were self-employed, and 10 per cent were unpaid family workers.¹¹

1.3 Child labour is found on a wide variety of agricultural undertakings

Agricultural child labourers work on all types of undertakings, ranging from family farms (small, medium, and large-sized), corporate-run farms, plantations, and agro-industrial complexes. They may work with basic equipment and low levels of mechanization and agricultural inputs (fertilizers, pesticides, electrical energy, etc.) or intensive, highly organized, highly capitalized, commercial production systems.

1.4 Main types of child labour in agriculture

There are several types of child labour in agriculture. These include child labour on family farms, child labour on commercial farms and plantations, labour contracted to commercial farms, bonded child labour, and trafficking and forced labour/slavery.

1.4.1 Family farm child labour

Many children work on their parents' farm or holding, or those of close relatives, often on a regular basis after school, at weekend, during school holidays, or even full time where they are still not of the minimum age to work legally. In some countries, children are sometimes sent or "loaned" by their parents to live and work on a relative's farm in another part of the country.

The family farm is also both an enterprise and a homestead on which both children and the elderly are likely to be present. In some parts of the world, farm families live in villages surrounded by their farm land. The family farm combines family relationships and childrearing with the production of food and other raw materials.¹²

It is often assumed that family farms are small-scale, subsistence-type enterprises/holdings. In reality, they range from small, subsistence and part-time holdings worked with draught animals and hand tools to very large, commercial, family-held corporations with numerous full-time employees. The terms “commercial agriculture” and “family farm” are *not* mutually exclusive (see box 1).

Box 1: Similarities between child labour in commercial agriculture and subsistence agriculture

- Much of the children's work involves heavy labour
- Work often involves carrying heavy loads
- Working hours are long
- Some of the work is detrimental to schooling
- There is seasonal, higher demand for work, e.g. harvesting

Source: Proposed areas of action to be addressed in the National Child Labour Action Programme for South Africa. Department of Labour. Funded by IPEC. Draft, May 2003, p 27.

The size and type of operations determine the demand for labour from family members and the need for hired full-time or part-time/casual workers. A typical farm operation may combine the tasks of crop production and harvesting, livestock rearing and handling, manure disposal, and grain and crop storage. It may also require the use of heavy equipment, pesticide and fertilizer application, machinery maintenance, construction and many other jobs.

It is often assumed that family-based work in “idyllic” rural surroundings cannot possibly be harmful to children – indeed that this type of family solidarity is entirely beneficial (see box 2). However, it cannot automatically be assumed that children working on small family farms do not face risks similar to those faced by children working on larger commercial farms. With the increasing commercialization and industrialization of agriculture and the restructuring of large commercial plantations into smaller individually owned farmed units in a number of countries, the assumption that children who work with their parents are somehow less at risk seems highly questionable.¹³ In many countries, small farms produce much or most of the agricultural grains and/or fresh produce, and they may be mechanized and make heavy use of pesticides. Small farms, for example, are as likely as larger commercial enterprises to misuse chemicals due to lack of education and training in their handling.¹⁴

As agriculture in many countries has become increasingly market and export-orientated, the intensification of production has both broadened the range of hazards and heightened the degrees of risk for all workers – child and adult alike.

Box 2: Farmers' views on child labour

As with child labour in general, there is a need to encourage and develop safe and creative ways for children to work in agriculture without interfering with their education. Many farmers and farming communities argue that certain types of child work in agriculture are beneficial for the child. Among the arguments put forward are that farm work is part of the socialization of the child; it teaches them to work with others; it allows them to acquire practical skills; and it helps maintain family ties and perpetuate the farm heritage of land handed down to the daughter or son in their turn.

Whilst many of these arguments have merits, the scope of work through which the child gains experience and socialization skills includes elements of hazardous work, even for children under the minimum age for work. For example, a US study¹ of farm fathers in Wisconsin reported on the reasons for children's participation in hazardous work on family farms. Fathers were asked about selected factors that influenced their decision to allow young children to drive tractors, ride on tractors, and be near the hind (kicking) legs of dairy cows. These high-risk activities were very common practices, and the fathers believed strongly that they were justified because they would help children gain farm experience, develop a strong work ethic, spend time with other family members (during farm work), build self-confidence and save work time and money for their fathers.

Findings from US focus groups discussions with family farmers found that most farmers (involved in these groups) believe that the heritage they have gained from their great grand-parents has been passed down through generations, along with the land. They yearn to continue the farming lineage to their children and grandchildren, even when economic times are difficult. Thus farm families expect their children to learn the business, help with "chores" from an early age, and "shadow" the same-sex parent in their farm duties. The life-style on many family farms maintains traditions of years past. Family participation plays a central role in preserving stability.²

¹ B.C. Lee., et al.: "Factors influencing exposure of children to major hazards on family farms" in *Journal of Rural Health*, (USA), 1997, 13(3): pp. 206-215.

² Committee on the Health and Safety Implications of the Child Labour; the National Research Council of the Institute of Medicine: *Protecting Youth at Work: Health, Safety, and Development of Working Children and Adolescents in the United States* (Washington DC, National Academy Press; 1998), pp. 146-147.

1.4.2 Child labour on commercial farms and plantations

Historically, child labour, as part of migrant family units or as individually hired workers, has been very much part of employment on plantations and in other forms of commercial agriculture around the world. Numerous crop cultivations are known to involve child labour. Children who work on commercial farms typically experience long and arduous working hours, little safety and health protection, and inadequate diet, rest and education.

The term "plantation agriculture" is widely used to describe large-scale, commercial agricultural enterprises in tropical and sub-tropical regions where industrial methods are applied to crop production and primary processing farming. Plantation agriculture includes short-rotation crops, such as pineapples and sugar cane, as well as long-term tree crops such as bananas, rubber and oil palm. For the production of some crops, such as sugar and tea, plantation owners increasingly rely on outgrowers. Outgrowers are usually smallholder farmers who organize and contract their production via their own farmer-run association to a large agribusiness corporation (usually a plantation). Outgrower associations often have a labour section, which hires casual and seasonal labour for its smallholder farmers as and when required. However, information is lacking on

whether or not in certain instances outgrower associations hire and supply child labour as well.

The 1996 ILO report *Wageworkers in agriculture – Conditions of employment and work* refers to sample surveys for a number of countries that suggest that the prevalence of child labour in both small and large commercial farms is relatively high. In Brazil, one survey carried out in 1993 reported that 25 per cent of the total labour force was made up of children aged 14 years or under. A similar survey on the sugar cane producing region of north-eastern Brazil found children and adolescents aged 7 to 17 made up no less than 25 per cent of the 240,000 workers cutting cane in the Zona de Mata. The majority had started work between the ages of 7 and 10, and 90 per cent were working with no formal contract of employment, no work card, and no social security coverage. Forty-three per cent were paid indirectly through the family head. Over 80 per cent of the households with working children were below the poverty line, and in 79 per cent of the sample households, children contributed from 10 to 50 per cent of total household income. In the northern states of Mexico, where horticultural production has expanded considerably, in 1994 between 20 to 35 per cent of the labour force was composed of children between the ages of 8 and 14 years.

Agriculture is a major user of child labour in Azerbaijan, especially in cotton production and crops like tobacco. Child labour in cotton is used for all types of activities that require hand work and physical strength – picking, crop thinning, weeding, etc. The majority of child labourers are recruited locally (i.e. they are not migrant labour). The employer makes a verbal agreement with the head of the family, which does not specify the number of workers to be engaged nor whether any of these would be child labourers. So children are involved in cotton production with the consent of their parents but without any formal labour contract. In the Soviet era, it was state policy to encourage engaging whole families in cotton production as a main source of family income, and this tradition has been carried on.¹⁵

Migrant family work units

It is common practice among migrant, seasonal and temporary agricultural workers to include children as part of a family work unit, particularly where schooling or childcare is unavailable or unaffordable. In these circumstances, children begin to work with their parents from an early age. On farms and plantations, children often work alongside their parents for task-based or piece-rated remuneration, but they are not formally hired and do not figure on the payroll. Usually, the earnings of the whole family are listed under the name of the male head of household, who is the only one “employed”.

The children of migrant workers are often classed as “helpers” though they do similar and as strenuous work as adults. Equally, they may be hired through contractors, sub-contractors, or team leaders, thus enabling farm and plantation owners to deny responsibility for

knowing the ages of the children or the terms under which they were hired. Because child work is not recognized, nor easily recorded in statistics, it goes largely unnoticed.

For many migrant families, the output produced by the children is essential for earning a living wage. For example, a study by the Foundation for the Elimination of Child Labour in Tobacco found that on tobacco estates in Malawi, 78 per cent of children between 10 and 14 years of age work either full time or part time with their parents. One in five children less than 15 years old worked full time and a similar number worked part time. Children are usually not employed directly on the estates but work to fill quotas as part of a tenant family: without the child labour, the family cannot meet the quota.¹⁶ In an ILO study on commercial agriculture in South Africa, children on some farms were actually required to work if they wished to live with their parents.¹⁷

Children who work alongside their parents may have been accompanying them to the fields from infancy (see box 3). Very young children are often brought to the fields because there is little accessible, affordable day care in rural areas. Though not working, these infants, toddlers and young children are exposed to many of the same workplace hazards as their parents. Child labour in this type of setting is also a childcare issue. Furthermore, a report on child labour in US agriculture noted that whilst childcare is generally not available in many agricultural areas, “Ironically, in some areas where day care centres do exist, they are located immediately adjacent to fields and are readily contaminated with over-spray from pesticide applications”.¹⁸

Box 3: Deep-rooted images of women and child workers in tea cultivation in India

A former chairman of the Tea Board in West Bengal describes how a child becomes a worker:

The workers are as attached to the land as the tea bushes. They were born in the tea estates. They live there all their lives. They die there. The mother who works in the tea gardens has no place to leave her children. She puts her child on her back and brings the child with her when she works. What is more natural than that the child wants to know what the mother is doing and wants to help her pluck the tea. That is how the child becomes a worker. It is easy for children to pluck. Their fingers are nimble and the bushes are at their height. The child plucks the leaves and puts them in her mother's basket. Whatever the child plucks increases the pay of the mother. I would not say that the children are employed. They are helping their parents. Then, when the child is twelve, she is given a basket of her own and earns her own wages. She is paid half of what an adult is given.

Source: US Department of Labour: By the Sweat and Toil of Children, Volume II; The Use of Child Labor in US Agricultural Imports and Forced and Bonded Child Labor. A Report to the Committee on Appropriations, 1995, p. 48.

Children hired as individual labourers

Girls and boys are also frequently recruited as individual workers, whether directly by a farmer or plantation owner or via a labour contractor. A rapid assessment study conducted by IPEC in Tanzania for several commercial crops described the recruitment of child workers in coffee growing areas during the picking season. Sixty per

cent of the working children were girls aged between 10 and 13 years old.¹⁹ The main tasks performed by the children were picking coffee berries, pruning, weeding, and pesticide spraying. These were carried out without any protective clothing or equipment. The children also performed difficult and strenuous activities, irrespective of their ages. Other hazards included snake and insect bites and wild animals attacks. The children worked on average between eight and ten hours per day, depending on the season.

1.4.3 Labour contracting in commercial agriculture

Many children are employed through labour contractors. Employing labour through intermediaries is a long-standing practice on plantations and increasingly common in other forms of commercial agriculture. Employers, who need to be able to count upon a supply of labour in periods of peak demand, call on the services of labour contractors specialized in the recruitment, transport and management of waged agricultural workers. This can include hiring children. Involving intermediaries undermines the employer–employee relationship by creating a “grey area” around the employer's responsibilities and leading to a disregard for labour legislation. It enables farm and plantation owners to deny responsibility for knowing the ages of the children or the terms under which they were hired. Conditions of employment are generally insecure and the labour contractors frequently abuse their authority over the workers by asking for commissions, over-charging for transport, housing and food, holding back wages and imposing debt slavery.²⁰ Generally, conditions of work for contract labour are inferior to those of directly employed labour.²¹



1.4.4 Bonded child labour in agriculture

Bonded labour is a form of forced labour where workers are tied or “bound” to their employer, often through forms of indebtedness. It is found in various different economic sectors but is most common in agriculture.

A prevalent form of bonded labour is debt bondage, which is found predominantly in South Asia and Latin America. It is a form of modern slavery whereby, in return for a cash advance or credit, a person offers their labour and/or that of their child for an indefinite period (until the debt is repaid). Sometimes, only the child is pledged/bonded, becoming a commodity in the process.

Debt bondage is sometimes personally bonded labour secured by debt (which can extend over generations) or the increasingly widespread practice in commercial agriculture, both large and small-scale, involving the debt-based attachment of casual and migrant workers. The use of debt to keep workers – including child labourers – tied to production at the agricultural undertaking until they (or the family) pay it off is one of the main features of forced labour in numerous settings. Often these “debts” are fraudulently imposed without any written contract and include inflated costs of transport, food, lodging, work tools, etc. Frequently, in cases where workers have identity documents or working papers, these may be retained by the labour contractor.²² Workers also may be subject to violence or threats of violence against themselves or family members, which serves to prevent them from fleeing or seeking alternative employment.

Debt bondage is commonly found in rural areas where traditional class or caste structures and semi-feudal relationships survive. Landless or near landless households and migrant labourers are particularly vulnerable to debt bondage because they have no alternative sources of credit. It also occurs under land tenancy or sharecropper arrangements. When wages are insufficient to cover necessary expenditures such as food, tools or seed, tenants and sharecropper families often rely on the landowner for loans and other forms of advances.

There are various definitions of the term “bonded labourer” in international and national law. According to the ILO, the term refers to a worker who renders service under conditions of bondage arising from economic considerations notably indebtedness through a loan or advance.²³ The implication is that the worker (or dependants or heirs) is tied to a particular employer/creditor for a specified or unspecified period until the loan is repaid. The root causes of bonded labour are deeper than indebtedness alone, including elements such as discrimination, unequal power structures, caste, landlessness and so on.

1.4.5 Trafficking and forced/slave child labour in agriculture

Direct forced child labour, often linked to child trafficking, is also found in agriculture. There have been quite widespread reports of forced labour on agricultural plantations in West Africa affecting children in particular. In Côte d'Ivoire, for example, there is information on children being forced to work on plantations who come from certain ethnic groups in the country as well as from Burkina Faso and Mali. An estimated 10,000 to 15,000 children from Mali are working on plantations in Côte d'Ivoire. Benin and Togo are two other countries in the region where children in forced agricultural labour have been detected.²⁴

In 2002, a study of child labour on some 1,500 cocoa-producing farms in Cameroon, the Côte d'Ivoire, Ghana and Nigeria was carried out by the Sustainable Tree Crops Program of the International Institute of Tropical Agriculture in cooperation with IPEC.²⁵ The study found that hundreds of thousands of children were engaged in hazardous tasks on cocoa farms. Many child labourers came from impoverished countries in the region like Burkina Faso, Mali and Togo. Parents often sold their children in the belief they would find work and send earnings home. However, once removed from their families, the boys were forced to work in slave-like conditions. In the Côte d'Ivoire alone, nearly 12,000 of the child labourers had no relatives in the area, suggesting they were trafficked. In its 2000 report on human rights the US Department of State observed that children are regularly trafficked into the country from neighbouring countries and sold into forced labour.²⁶

This situation in Côte d'Ivoire triggered a public commitment by the companies in the global cocoa/chocolate supply chain to address the problems, as most conspicuously demonstrated by the Cocoa Industry Protocol, the International Cocoa Initiative,²⁷ and the Cocoa Certification and Verification System which are all discussed in Guidebook 4, Chapter 5.

1.5 Hazardous child labour in agriculture

Child labourers are at risk from a wide variety of machinery, biological, physical, chemical, dust, ergonomic, welfare/hygiene and psychosocial hazards, as well as long hours of work and poor living conditions. For both child and adult workers, agriculture is one of the three most dangerous industries to work in along with construction and mining.²⁸ Fatality rates associated with agricultural work are second only to mining.²⁹

Injuries and ill-health sustained by child labourers may also have long-term consequences and result in physical disability or health problems in adult life.³⁰ Equally, health problems linked to exposure to hazardous substances at work, such as cancers or reproductive disorders, may not show up until the child is well into adulthood.

In most countries, there are no reliable annual statistics regarding fatal and nonfatal occupational injuries and diseases in agriculture because there is no national surveillance system for agricultural

workers. While comprehensive statistics may be lacking, evidence is not. Children performing tasks on their family farm or as employees of others or simply accompanying working adults face grave risks. Unfortunately, ghastly accidents like those illustrated in the following examples pulled from various studies and media reports from the United States and South Africa are not isolated incidents:

- In 1990, a 15-year-old boy, a migrant farm worker, in Colorado, USA was fatally electrocuted when a 30 foot section of aluminium irrigation pipe he was moving came into contact with an overhead power line. Two other child labourers with him sustained serious electrical burns to their hands and feet.³¹
- In 1998, a 14-year-old high school boy was killed in Wisconsin, USA when the tractor he was driving overturned on an icy county road and pinned him.³²
- In 2000, an 11-year-old girl, illegally employed on a farm in Ceres, Western Cape, South Africa, fell off a tractor, resulting in the amputation of her left leg.³³

The hazards that led to the accidents described above and the many other types of dangers facing children in agriculture are reviewed in detail in *Guidebook 3: Eliminating hazardous child labour in agriculture*.



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1.6 Children start working in agriculture at an early age

Children start working as farm labourers at an early age in all types of agriculture on both family farms and in large commercial enterprises. Rural children, in particular girls, tend to begin work young, at 5, 6 or 7 years of age. Precise figures on ages and numbers are often difficult to obtain as most statistical surveys only cover child labourers aged 10 and above. However, in some countries, children under 10 are estimated to account for 20 per cent of child labour in rural areas (see table 1).³⁴

Table 1: Numbers of child labourers by age in Central American countries

Country (Year)	Total number of agricultural child labourers		5-9 years Girls and Boys	10-14 years Girls and Boys	15-17 years Girls and Boys
Belize (2001)	Girls	1,000	500	1,500	2,000
	Boys	3,000			
Costa Rica (2002)	Girls	11,000	9,000	19,000	22,000
	Boys	39,000			
El Salvador (2001)	Girls	9,000	51,000	6,000	48,000
	Boys	96,000			
Guatemala (2000)	Girls	108,000	268,000	66,000	206,000
	Boys	432,000			
Honduras (2002)	Girls	14,000	10,000	90,000	97,000
	Boys	183,000			
Nicaragua (2000)	Girls	17,000	16,000	63,000	55,000
	Boys	117,000			
Panama (2000)	Girls	3,000	10,000	2,000	12,000
	Boys	21,000			

Source: IPEC: *Trabajo Infantil en la Agricultura en cifras - Centroamérica, Panama y Republica Dominicana* (San Jose, ILO, 2005).

Estimates from several of other studies support the assumption that many children start work in agriculture from a very young age in many countries.

In Egypt, A 1998 national labour survey conducted by the Egyptian Central Agency for Public Mobilisation and Statistics (CAPMAS) estimated that there were about 1.47 million working children in Egypt, with agriculture being the main area of employment. Of working children in the 6-11 year age group, 41.9 per cent were in agriculture, and in the 12-14 year age group, 58.1 per cent were in agriculture. Together, these two age groups accounted for 77.8 per cent of the total number of child labour workers.³⁵

In Turkey, it is estimated that 35-40 percent of an 800,000 to 1.2 million migrant agricultural workers are children between 5 and 17 years of age. Most of these children leave their permanent places of residence for part of the year in order to accompany their families in seasonal labour at agricultural enterprises owned by others.³⁶

A 2001-02 survey of 486 children working on 22 farms producing hybrid cottonseeds in the Mahaboobnagar and Kurnool districts of India revealed that 88 per cent of the workforce were aged between 6 and 14, and 78 per cent were girls.³⁷

An IPEC rapid assessment study of working children in tobacco cultivation in Lebanon found that the majority of the children were 12-15 years old, with many 9-12 year-olds also engaged in the work. Some children below 5 years of age were engaged in leaf drying, a dangerous task which requires threading leaves using sharp steelheads.³⁸

An IPEC study on rural child labour in Moldova found that there was a tendency to use child labour from a very early age, as young as 4-6 years. Furthermore, the study noted an increased use of child labour over the last seven to eight years linked to a decline in living standards and agricultural production.³⁹

A United States Department of Labor report on child labour⁴⁰ found that in Guatemala and Honduras, children as young as 6 years helped their parents during the coffee planting and harvesting seasons. The same report noted that an estimated 60 per cent of children working on oil palm plantations in Malaysia were 6-10 years old.

US studies⁴¹ regarding children's work in agriculture reveal a variety of specific tasks and chores performed by children beginning at very young ages. Children's work on farms ranges from gathering eggs by the age of 5 to operating a pickup truck before the age of 11. Males perform nearly all tasks at a younger age than females.

1.7 Gender and child labour in agriculture

It is often difficult to obtain accurate figures on the total number of children engaged in child labour in agriculture, let alone the gender breakdown between girls and boys. As noted earlier, many working children may be perceived as helping their parents or employers rather than labouring and so they are not counted in the total number of workers. Girls are frequently seen to be helping out even though this activity takes many hours of their day and affects their schooling.⁴² Similarly, as domestic labour is often not viewed as work per se, the fact that girl child labourers engage in domestic chores on top of other child labour needs to be factored in when considering their total workloads.

Girl child labour in agriculture forms a significant part of the workforce. For example, the importance of women's and children's participation in tea plantation workforces in Asia is reflected in official data on the structure of employment in Assam Tea Gardens, contained in a 1991 administrative report on the working of the Plantation Labour Act. The report stated that there were approximately 672,000 workers (women, men and children – permanent and temporary categories, both resident and non-resident on plantations).

Three quarters of these tea workers were resident on plantations and almost 60 per cent were permanent workers. Of the total workforce, women represented 45.9 per cent of total workers; men represented 39.7 per cent, and children 14.4 per cent (of whom less than one third were permanent workers, and these were mostly boys). Girls

accounted for over half of all children employed but, for 83 per cent of them, their employment was temporary and of a casual nature.⁴³

Another Indian report on female child labour in rural areas noted that, “In addition to employment for wages, girls are invariably seen collecting firewood or fetching water for households in rural villages and participating in other domestic and non-domestic work, for example, engaged in cottage industry.” Many similar Indian studies, the report added, “...indicate that the burden of household duties, from looking after younger siblings, cooking, cleaning, to fetching, carrying water over long distances fall upon the girl child. Performing such household chores is not considered as being “work”, either by the family and definitely not by women and girls themselves”.⁴⁴

From a gender perspective, one of the key issues not fully addressed in many studies covering girl child labour in agriculture is how girls combine work in agriculture with domestic chores. It was touched upon in an IPEC Rapid Assessment report on girl child labour in agriculture in Ghana in terms of girls not having leisure time.⁴⁵ Girls in comparison to boys must perform household duties after agricultural duties, whereas boys mentioned more leisure type activities that they enjoy when not working in the fields. Teenage girls work longer hours weekly in both market and domestic work than boys, whether or not they are enrolled in school (on top of the work in the plantations). Mothers are more likely to assign domestic chores to their daughters than sons because they perceive domestic chores are feminine. This is particularly true in rural areas, where girls are expected to assist the mother with farm work and household chores as well as taking care of the younger siblings.

There are many cultural, social, psychological and even political issues that revolve around the problem of child labour and girl child labour in agriculture. Many more questions need to be answered from a legislative, cultural and economic point of view. What is clear from the different ILO-IPEC rapid assessment studies for the Philippines, Ghana and Ecuador, for example, is that both boys and girls are engaged in paid and unpaid agricultural work.⁴⁶

1.8 The link between child domestic labour and agriculture

As described in section 1.7 above, many children, particularly girls, combine domestic chores and agricultural work. The Tanzanian trade union, the Conservation, Hotels, Domestic and Allied Workers’ Union (CHODAWU), has found that the types of work carried out by child domestic workers in rural areas typically include washing clothes, dishes, babysitting, fetching water, collecting firewood, gardening, taking care of poultry and animals on the premises, (including milking cows) and harvesting crops. In other words, child domestic workers frequently carry out agricultural tasks as part of their “domestic” duties.⁴⁷

In Nepal, under the Kamalhari practice of bonded labour, 8-16 year-old girls of the Kamaiya worked in the house of their landlords as domestic servants. Some of the “domestic” duties involved agricultural activities, such as collecting grass for cattle, cleaning out cowsheds, taking care of livestock and so on. Following the Bonded Labour Prohibition Act, 2001, the Kamaiyas were legally free from the clutches of landlords. However, many Kamaiyas became homeless as a result with no stable source of income after their freedom. Some resorted to earning a living through sharecropping arrangements with their former landlords, receiving land for sharecropping in return for agreeing that their children work as domestic servants in their landlords' houses.⁴⁸

The custom of children on farms combining domestic and agricultural chores appears to have consequences beyond the farm as well. Child domestic labour in urban areas is, in many cases, the result of migration from the rural areas to the cities. Children who work as domestics in urban areas often come from farming families. For example a 1997 survey of child domestic labour in Sri Lanka reported that one third of the domestic labour force was children and that 44% come from families working in the plantation sector.⁴⁹ In such instances, trade unions that work in rural areas, including agricultural workers' unions, can play a special role in helping protect child domestic workers. In the case of Sri Lanka, the Ceylon Workers Congress (CWC), which organizes agricultural plantation workers, is active in helping protect child domestic workers who are from plantation families. They also help prevent children under the minimum working age from entering child domestic labour.

Chapter 2: Causes of child labour in agriculture



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This chapter reviews the supply and demand factors that influence the use of child labour in agriculture and some of the policy implications on the local, national and international levels.

Among the important factors that push children into the workforce discussed here are family poverty, lack of accessible, quality education (including skills training and apprenticeships), lack of employment opportunities and decent work for adults, and cultural traditions. In some countries, the HIV/AIDS pandemic has added to the supply of child labourers by decimating adult populations and leaving millions of orphans to fend for themselves.

Research on the causes of child labour tends to concentrate on supply factors both because of a commonly shared view that poverty is the driving force and because of a justifiable preoccupation with the plight of these children. But the demand for child workers also plays a critical role in determining the involvement of child labourers in hazardous work.

Two demand factors were touched upon in earlier sections – the exploitation of children of migrant families on commercial farms and how the use of intermediaries to hire seasonal labour may encourage the employment of underage workers. In addition to these, one could also cite the weak enforcement or non-regulation of age restrictions in agriculture (discussed in detail in Guidebook 3), the intensification of

agricultural production for export, protectionism in developing countries and falling world commodity prices, which put pressure on employers to lower costs by hiring children who will work for less pay. The policies of the global agri-food industry and consumer pressure can also influence demand for child labour in important ways (see Chapter 2, section 2.2.5).

2.1 Factors influencing the supply of child labour in agriculture

2.1.1 Poverty

In many low-income countries, agriculture accounts for a large proportion of economic activity and an even higher proportion of employment. Seventy-five per cent of the 1.1 billion poor with less than one dollar per day live in rural areas and depend directly or indirectly on agriculture for their livelihoods. The incidence of poverty is highest in countries that depend on primary commodity exports.¹ In 2001, two-thirds of these poor were found in Asia (44 per cent in South Asia and 24 per cent in East Asia); 24 per cent in Sub-Saharan Africa and 6.5 per cent in Latin America and Caribbean.²

Poverty has many aspects of which malnutrition is a central aspect. Malnutrition reduces the capacity for work, lowers resistance to disease, and adversely affects children's physical and mental development, schooling and educational achievements (see also Guidebook 3, Chapter 2, section 2.14).

Poverty is not confined to subsistence farming but is a feature of commercial agriculture as well. High incidences of poverty are common among waged agricultural workers on plantations. In 1987, for example, Indonesian agricultural workers accounted for less than 10 per cent of the rural workforce but recorded the highest incidence of poverty with 38 per cent of all agricultural waged workers below the poverty line.³ Debt or the threat of debt is very often at the root of hazardous and bonded child labour.

In many instances, working children represent a plentiful source of cheap labour. The prevalence of child labour in agriculture undermines decent work for adults, sustainable agriculture and food security as it maintains a cycle where household income for both farmers and waged workers is insufficient to meet their economic needs. It is now widely acknowledged that child labour cannot be tackled in isolation from addressing the problem of rural poverty.

In terms of eliminating poverty, improving income and wages for agricultural workers and farmers will in the long term reduce child labour by ensuring that these groups have the economic means to support their families and ensure their access to education. Key income determinants for farmers and waged workers in terms of poverty elimination/reduction are listed below.

- **For smallholders producing commodity crops:** Access to land, producer prices, share of total income derived from commodities, productivity, access to technology, state of infrastructure, marketing institutions, and lack of access to credit.
- **For smallholders working partly as wage labourers in farms and plantations:** Number of days worked, wage level, number of wage earners in the household.
- **For full-time waged workers on farms and plantations:** wage level, number of wage earners in household.
- **For casual workers on farms and plantations:** number of days worked, wage level, number of wage earners in household; share of income derived from plantation/farm wage work.⁴

In addition, small-scale farmers and waged agricultural workers should be a key target group of the United Nations Millennium Development Goal No. 1 – to eradicate extreme poverty and hunger:

- Halve, between 1990 and 2015, the proportion of people whose income is less than one dollar a day;
- Halve, between 1990 and 2015, the proportion of people who suffer from hunger.

It should be noted that, while poverty is often cited as the principal cause of child labour, it is neither a prerequisite nor an excuse for it. There are poor countries where child labour is extensively practised and others where it is not. Kerala State in India, for example, though poor, has virtually abolished child labour.⁵ Pockets of child labour – including hazardous child labour in agriculture – can be found in wealthy countries as well.

2.1.2 The importance of child workers' contributions to household economies

As indicated in the report for the ILO Tripartite Meeting in 1996 on improving conditions of employment and work of agricultural wagedworkers, there is a need for a better understanding of the economics of child labour in commercial agriculture which would assist in the design of better policies, measures and initiatives. The contribution of children's labour to total family income and the relationship of households with working children to the poverty line require further investigation.

The importance to a poor family of one of them having a job cannot be overestimated. From available information collected through a series of rapid assessments conducted by IPEC, the income from children's work is frequently important for the family's survival. In rural *Tanzania*, for instance, households with children working on coffee plantations and farms, on small and large-scale tea plantations and on tobacco farms and plantations were found to have low levels of income, and many children were relying on themselves for food and other expenses.⁶

For some families, child labour is the only way to generate enough income to ensure a least partial schooling for their children in the case where basic education is not free. Equally, schools in rural areas sometimes encourage child labour to generate income for the school. The question of school fees also often generates biases regarding boys' education, which is seen, in some societies, as a better "investment", with more possibilities of income returns for the families.

The United Nations Children's Fund (UNICEF) estimates that each job held by a migrant worker in Côte d'Ivoire contributes to the economic well being of twenty members of his/her extended family in the region.⁷

2.1.3 Lack of accessible rural-urban education and low educational standards for child workers in agriculture

The agricultural sector is often characterised by lack of schools, schools of variable quality, problems of retaining teachers in remote rural areas, lack of accessible education for children, poor/variable rates of rural school attendance, and lower standards of educational performance and achievement. This blights the agricultural child labourers' future chances of escaping from the cycle of poverty by finding better jobs or becoming self-employed. Even where children are in education, school holidays are often built round the sowing and harvesting seasons. This arrangement is supported by ILO Minimum Age (Agriculture) Convention, No. 10 (1921) though there are important safeguards (see box 4). In many countries, schools are officially allowed to close for several weeks so that children can work on the farms and plantations (see box 5). There are also many cases where the schools organize and supply children for use as labour, and not only in holiday periods. Although child labour in agriculture is supposed to take place outside of schooling, in reality, during harvesting and other peak times, children must work long and hard all day.

Box 4: Poor school attendance and performance of agricultural child labourers

Many children who live in rural areas where child labour is rampant do not attend school on a regular basis or have poor levels of performance linked to excessive hours of work. The ILO Convention on Minimum Age (Agriculture), No. 10 (1921) lays down standards regarding the employment of children during compulsory school hours. Article 1 states that, "Children under the age of 14 years may not be employed or work in any public or private agricultural undertaking, or in any branch thereof, save outside the hours fixed for school attendance. If they are employed outside the hours of school attendance, the employment shall not be such as to prejudice their attendance at school." Article 2 allows that, "For purposes of practical vocational instruction the periods and the hours of school attendance may be so arranged as to permit the employment of children on light agricultural work and in particular on light work connected with the harvest, provided that such employment shall not reduce the total annual period of school attendance to less than eight months."

Box 5: School “holidays” in rural Central Asia

The economies of Uzbekistan, Turkmenistan and Tajikistan in Central Asia are agrarian and rely heavily on the cotton industry. Uzbekistan's exports in 2004 were thought to be worth at least US\$ 1 billion - it is the country's most important cash crop, known as “white gold”. In some parts of the country, cotton is a virtual monoculture.

From September to December, local officials close many rural schools so that tens of thousands of young children in Uzbekistan, Turkmenistan and Tajikistan can be sent into the cotton fields to bring in the harvest. In October 2004, a minister with Uzbekistan's public education department admitted that at least 44,000 senior pupils and students had been mobilized to help pick the country's cotton. Local rights activists say the figure does not take into account the number of young children forced into the fields – they say they have seen children as young as 7 years working there. If you go to the cotton fields, the only people working are women and children. Children from the ages of 10 upwards help adults to pick cotton by hand for between 2 and 5 US cents a kilogram. A small child might be able to pick 30kg a day. Often, employers deduct food and housing costs from what they earn, leaving them with very little.

All three governments deny accusations that children are forced into work, saying it is the parents from rural communities who send their children into the fields to earn much-needed cash. Some families rely on seasonal work, taking their children with them wherever there is a living to be had. Very often, the children come from poor rural areas where there are no opportunities to earn cash, so the children are taken out of schools to work for money.

¹BBC News: 21/02/2005; <http://news.bbc.co.uk/go/pr/fr/-/2/hi/asia-pacific/4267559.stm>

Additional research is needed to assess the impact of structural adjustment programmes on rural-based primary school infrastructures in many countries. In sub-Saharan Africa, for example, school fees and other costs have been introduced which are not affordable for many rural households. Many children are working to cover these costs. It is clear that in tobacco growing areas in Tanzania, school children work on tobacco farms or plantations in order to meet school expenses, such as fees, contributions to school buildings, and other school requirements such as uniforms, books, etc.⁸

Some commercial farms and plantations have their own schools, which are largely farmer owned and run. The quality of education on such establishments can vary greatly. Farms schools are often the only accessible sites of education for many children who live with their parents or relatives on commercial farms or plantations. In South Africa, for example, the government has taken the decision to convert schools on commercial farms from largely farmer-controlled institutions to ordinary government-managed public schools with limited farmer/owner responsibility. This conversion process, which involves concluding contracts with each farmer owner where a school is located, has proved to be very slow, even threatening the continued operations of such schools. Yet, if a school closes, there is then the problem of transporting the children, often long distances, to the nearest available school.⁹

2.1.4 Availability of vocational training, skills training and apprenticeships

To make elimination of child labour in rural areas a reality, farmers' associations, farmers' cooperatives, agricultural trade unions and similar bodies should be enlisted to develop skills training programmes and apprenticeship schemes for children above the minimum working age. Such training would include developing/strengthening children's basic education skills, occupational safety and health knowledge and skills, health education knowledge, and knowledge on access to micro-credit. These downstream activities would need to link to upstream work in terms of building the capacities of vocational institutions in rural areas to provide skills training and help with apprenticeship programmes. In general, there is a move away from vocational training to promoting skills training in educational curricula and training programmes.

2.1.5 Cultural or family traditions

In some societies, children working alongside adults is considered an essential element of their socialization. Such work is, for example, a valued tradition in parts of Africa. In the same way, participation of children in the mobility of adults within the West and Central-African sub-region, either by travelling with their parents or by being placed in the household of other members of the larger family for study or apprenticeship, is a widespread and traditional practice.

Families may place great importance on children following in their parents' footsteps. This tradition may also reinforce prevailing social biases: girls imitate their mothers and boys their fathers and grandfathers. If a family has a tradition of engagement in a hazardous occupation, there is a great likelihood that its children will enter the same line of work.

2.1.6 The HIV/AIDS pandemic

AIDS (Acquired Immuno Deficiency Syndrome), a disease caused by destruction of the immune system by a virus called HIV (human immunodeficiency virus), generally hits at the most productive age groups. The majority of the 40 million people infected with HIV are in the prime of their working lives.¹⁰ At least 25 million of those infected with HIV are workers aged 15 to 49 years. The impacts on rural families' livelihoods, farming systems and food security have been especially severe.

The implications of HIV/AIDS on child labour in agriculture have not yet been thoroughly explored. Little effort has been made to correlate rises in child labour and HIV/AIDS in developing countries¹¹. A series of IPEC rapid assessment studies in Africa suggests that HIV/AIDS is among the major causes of child labour in that region.¹²

In agricultural communities, the number of child-headed households has increased as the parents have died from the virus and extended

family networks cannot cope with the sheer numbers of orphans.¹³ An estimated 14 million children under the age of 15 have been orphaned by AIDS, 95 per cent of them in Africa. By 2010 it is estimated there could be as many as 35 million.

The growing number of AIDS orphans means that farm work is often vital for these children as a means to earn enough food or money for their own survival. AIDS orphans may be allowed to work in agriculture to cover the costs of their remaining on the farm or plantation and to pay school fees. However, there is a very real danger that these children will be exploited and their health put further at risk by exposure to occupational health and safety hazards.¹⁴

There is growing pressure to use child labour to fill the gaps in the agricultural workforce caused by adult AIDS-related deaths. By 2010, Sub-Saharan Africa's total labour force is expected to have shrunk by 9 per cent due to HIV/AIDS. Losses may top 20 per cent in the worst affected countries. By 2015, the losses could reach up to 12 per cent overall, reducing the labour supply by as much as 30-40 per cent in the highest prevalence countries.¹⁵ Given that 70-90 per cent of the work force in these African countries is in agriculture, there are clear implications for the continued, or even increased use, of child labour.

Child labourers are also often at direct risk of infection. Through their vulnerability to sexual exploitation/harassment they can fuel the spread of the disease (see also Guidebook 3, Chapter 2, section 2.10)

2.2 Factors influencing the demand for child labour in agriculture

There are a number of reasons why employers hire child labour. Two common explanations are the “irreplaceable” skills afforded by child workers (the “nimble fingers” argument) and the lower cost of child labour.

The “nimble fingers” argument – that only children with small fingers have the ability (or have an advantage) to do delicate tasks like picking flowers and tea leaves or tying knots in fine carpets – has been largely discredited. ILO studies in a variety of hazardous industries, such as carpet making, glass production and gem and diamond polishing, have shown it to be entirely fallacious. In all of these industries, adults worked side by side with child workers performing almost all of the same tasks.¹⁶

A number of factors influence demand for child labour in agriculture. Some of these are discussed in the following sections. Overall, the best explanations for why employers hire children are that they can get away with it, that children are more easily exploited than adults and that they can pay children much less.

2.2.1 Lack or non-enforcement of regulations and laws

Weak or non-existent labour laws and non-enforcement where laws exist greatly facilitate the practice of using child labour in agriculture.

Compared to other economic sectors, agricultural workers – whatever their age – are often only poorly protected by national labour law. As a result, working conditions in this sector remain poor and well below those prevailing in other economic sectors. In addition, social protection in the form of employment-related benefits, access to health care and social security are less well developed, particularly for the most vulnerable groups, such as landless day labourers, temporary and migrant workers, women workers and child labourers.

Agricultural and rural workers are still often denied the right to organize and bargain collectively either by legislative or practical barriers. Enforcement of agricultural safety and health legislation and standards is often weak or non-existent. Application of general labour laws can be problematic in rural areas where employers and workers may be less familiar with the details of the law. Compliance may be considered impractical, particularly on small-scale farms and enterprises.

Even in countries that have a legal framework to address child labour, there are often problems of illegal employment of children. One of the consequences of this is that it can increase the levels of risk to them.

2.2.2 Children as a cheap source of labour

That child workers are paid less than their adult counterparts is generally true. This is certainly the case in agriculture as the following examples from a 1995 United States Department of Labor study¹⁷ illustrate:

Central and Latin America: According to the study, children (aged 12-14) comprise perhaps 30 per cent of internal migrants within Guatemala working on coffee, sugar cane, cardamom and cotton plantations. They do the same work as adults and are paid half as much. In Peru the government estimated that 7.5 million children under 15 were employed in 1992, and that 70 per cent of these were child agricultural workers. Many of these child labourers migrated to work, worked 10-12 hours per day, 6 days per week, and were paid half the adult wage. In Brazil, child labour is widely used on sugar cane plantations throughout the country. In the principal cane growing and processing area, children and adolescents aged 10-17 accounted for approximately 25 per cent of the total number of cane workers. In many cases children worked with their families, contributing to the daily amount of cane cut, the quota for which was 4 tons per day in 1995. Payment was typically made to the head of the family.

Asia: Children working on vegetable farms in the Philippines put in 10 hours a day for six days and a half day on Sunday and earned less than half the pay of adult workers. In Malaysia, children worked largely as part of a family unit, helping parents achieve targets to earn

the daily wage (e.g. 600-700 rubber trees tapped; 1.5 - 2.0 tons of palm oil fruit collected). To meet these daily quotas, assistance from children who were not paid directly was essential. In Thailand, deceptive recruiting and debt bondage of children occurred in connection with sugar plantations. Children and adults were enticed into taking loans and became entrapped in debt bondage.

Africa: Plantations and farms in many countries hire children directly as contract workers, often sending trucks to collect child workers in peak agricultural season. Children comprised 58 per cent of the coffee plantation workforce in Kenya during peak season, working with mothers on a piece-rate basis for low earnings. In South Africa, there were reports of Mozambican refugee children recruited by local farmers, put to work and then reported to the police for deportation as illegal aliens when payment for their labour became due. In Egypt, children are regularly employed picking jasmine. Children are recruited from villages between July and October to gather flowers in the middle of the night when the essence is purest. Child labourers worked nine-hour shifts without stopping under threat of physical abuse. In Tanzania, child workers (aged 12-14) on sisal plantations worked under hazardous conditions up to 11 hours per day, 6 days per week, with no regular or specified rest periods. Their earnings were approximately half of those of adults.

Several studies have noted that in some industries children are less productive than adults, however. Thus the savings to employers generated by using child labour are illusory in some cases. ILO studies of carpet and bangle production in India suggest that, as a portion of the final price, cost savings realised through child labour are surprisingly small – less than 5 per cent for bangles and between 5-10 per cent for carpets.¹⁸ The implication from this research is that child labour is not in fact economically necessary for the carpet industry to survive in the market, and that relatively small changes in the financial arrangements between loom owners, exporters and importers could reduce the incentive for employing child workers. Comparable data on productivity and child labour in agriculture are lacking, however.

2.2.3 Rural development and employment

Elimination of child labour also has to be seen in the context of the importance of rural and agricultural development strategies, especially employment creation opportunities for adults. Along with on-farm product diversification to get away from dependency on a single crop and boosting farm productivity and technology, diversification of the rural production economy is essential if rural poverty and child labour are to be tackled. The upgrading of primary production exports and diversification of the export structure is often a priority.¹⁹

While agriculture cannot be expected to absorb all of the incremental rural labour force, its direct contribution to employment generation, including wage employment, and its indirect contribution towards greater diversification of the economy are critical.²⁰

2.2.4 Fair globalization and access to international markets

The scale and nature of agricultural production is changing rapidly in many countries and regions due to globalization, trade rules and structural adjustment programmes. Governments are increasingly promoting intensive, export-orientated agriculture in their countries. The production of labour-intensive exotic crops, such as flowers and vegetables, is being promoted, often at the expense of staple food crops. More and more farmers worldwide – whatever the nature or size of their enterprises – are being tied to commercial production.

What are the implications of globalization for child labour in agriculture? Will it lead to increased use of child labour or the opposite? There is no simple answer as globalization has many facets/aspects that bear on this question as well as on the issue of elimination rural poverty. The main aspects of globalization that need to be considered with regard to child labour in agriculture can be grouped under two headings: 1) multilateral rules on trade, agricultural protectionism and commodity prices and 2) growth of intensive, export-orientated agriculture.

1. Multilateral rules on trade, agricultural protectionism and commodity prices

As Juan Somavia, the ILO Director General states: “The quest for a fair globalization that creates opportunities for all will dominate international affairs in the next decade”.²¹ To achieve this, multilateral rules for trade need to be balanced and fair. However, as the ILO’s report on fair globalization notes, “A glaring inequality in the global trading system is the persistence of trade barriers in the North against labour-intensive goods produced in the South”.²² Agricultural protectionism is a well-recognized inequality and is a major obstacle to the reduction of poverty, negating much of the good that is being done through overseas development assistance. Agricultural subsidies in the industrialized countries are now estimated to amount to over US\$ 1 billion per day, whilst 70-75 per cent of the world’s poor live in rural areas and subsist on less than one dollar a day.²³

The report goes on to note that, “The problem of falling world prices for agricultural commodities is related to the issue of agricultural protectionism. Many developing countries and least developed countries still depend on agricultural commodities for more than half their export earnings. Yet from 1980 to 2000, world prices for 18 major export commodities fell by 25 per cent in real terms. The fall was particularly significant in the case of cotton (47 per cent), coffee (64 per cent), rice (60.8 per cent), cocoa (71.1 per cent), and sugar (76.6 per cent)”.²⁴ The dramatic falls in world commodity prices for agricultural products have hit small farmers hard and increased pressure on them to cut production costs by using cheap child labour in order to survive and compete.

Whilst there is no easy answer to combat the problem of falling prices, the World Bank estimates that, for example, the removal of

agricultural protection and support in the cotton sector would increase prices by 13 per cent over ten years (2004-2014) and world trade in cotton by 6 per cent.²⁵

2. Growth of intensive, export-orientated agriculture

Globalization and structural adjustment have transformed agriculture in many countries into an export-oriented sector, heavily dependent on migrant labour. This has consequences for child labour. Migrant labour based on families may mean children working as part of a family unit. Also, greater mechanization and use of pesticides, for example, may increase the range of hazards and the levels of risk.

There is a need to better understand if export-orientated agriculture is resulting in the increased use of child labour. There is also a need for information on what are the impacts of falling agricultural commodity process prices on child labour.

2.2.5 The global agri-food industry and child labour, and the role of consumers

Agriculture is part of a global agri-food industry that is increasingly dominated by multinational enterprises (MNEs) in crop growing animal raising, food processing, marketing, and distribution. MNEs control and influence large parts of the food chain. The agri-food industry is the largest industrial sector in the world.

MNEs in the agriculture/food supply chain can greatly influence - positively or negatively - the use of child labour in agriculture as they have a major role in determining what is produced and under what conditions, including labour standards. Supermarkets often directly contract farmers to supply them, fixing the price and setting the labour and other conditions under which the crops or livestock (including fish/shrimps) are produced. According to a 2003 trade union consultation on irregular migration and human trafficking in Europe, it is essentially the large supermarket chains that force farmers to produce at very low cost. Farmers respond to the pressure by decreasing their labour costs, thus passing the burden on to the workers.²⁶ The pressure to cut labour costs can result in exploitation of children, who are paid only a fraction of an adult wage.

There is a growing sensitivity among consumers to social issues like child labour. Unfavourable publicity due to dubious environmental and social production/marketing methods by companies can result in unforeseen and often rapid changes in consumer choice and purchasing behaviour. Some companies have literally lost their markets overnight when consumers stopped buying their goods, and this was often accompanied by rapid falls in the stock markets prices of company shares and stocks.

As a result, there has been a major and rapid increase of interest in what is termed “corporate social responsibility”. Companies and/or industrial sectors/associations have introduced voluntary codes of conduct, initiatives, standards, etc. whereby they pledge to raise

environmental and social standards in relation to the whole life cycle of the products they produce and sell.

A linked phenomenon is the growth of “fair trade” or “ethical trading” initiatives. The organizations and social movements driving these campaign and organize to improve prices for small producers by improving their market opportunities. They try to ensure that the farmers – and sometimes workers – who produce the crops and livestock receive fair prices for their work and for their produce.

Chapter 3:

Examples of child labour found in the production of selected commodities



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The following examples illustrate the working conditions, hazards and risks children face in specific types of crop production. They are drawn from various studies carried out by IPEC and other organizations.

3.1 Cocoa

A study by the Sustainable Tree Crops Program, International Institute of Tropical Agriculture on child labour on 1,500 cocoa farms in Cameroon, Côte d'Ivoire, Ghana and Nigeria estimated that 146,000 children under 15 were clearing fields on these farms using machetes, and 153,000 children were involved in the application of pesticides without protective equipment¹ (see also Appendix 1 of Guidebook 3).

The study concluded that the picture that emerges is one of a sector with stagnant technology, low yields and an increasing demand for unskilled workers trapped in a circle of poverty. Salaried children were most clearly trapped in a vicious circle. The majority of these children had never been to school and were earning subsistence wages, driven

into this labour by economic circumstances. Most of these children were from the drier savannah areas of Africa, where family livelihoods are inherently uncertain and households are forced into survival strategies, including sending children to cocoa plantations in other countries to work.

A report by Save the Children Canada on labour conditions on cocoa farms in Côte d'Ivoire indicated that, in some cases, “Children under the age of 14 have worked for three to five years for 10-12 hours a day and had not been paid a wage. Some children also being reported being beaten and denied food because their work output did not meet the farmer's expectations. Other children indicated they had to carry heavy loads on their backs which often caused open wounds which are still visible today”.²

3.2 Coffee

An IPEC rapid assessment study of child labour in coffee growing in Tanzania showed that child workers are regularly recruited in coffee growing areas during the picking season. The majority were aged 10-13 years old, and girls constituted the majority (60 per cent).³

The main tasks performed by the children were picking coffee berries, pruning, weeding and pesticide spraying, without any protective clothing or equipment. Some children sprayed pesticides for three hours per day on average. The children were exposed to tough and strenuous activities irrespective of their age. Other hazards included snake and insect bites, and attacks by wild animals. Children worked on average between eight and 10 hours per day, depending on the season.

3.3 Cottonseed

Changes in types of agricultural production can generate new demands for child labour. In India, for example, the introduction of hybrid cottonseeds in the early 1970s not only contributed to the rise in productivity and quality of cotton, but also generated a substantial amount of additional employment in the agricultural sector, particularly in the state of Andhra Pradesh, which accounts for about 65 per cent of Indian cottonseed production. However, much of the extra employment generated was the hiring of female children as bonded labourers.

An estimated 450,000 children, in the age group of 6 to 14 years, are employed in cottonseed fields in India, with about 248,000 of them in Andhra Pradesh alone. Local seed farmers, who cultivate hybrid cottonseeds for national and multinational enterprise seed companies, secure the labour of girls by offering loans to their parents in advance of cultivation, compelling the girls to work at the terms set by the employer for the entire season, and, in practice, for several years. These girls work long days, are paid very little, are deprived of an education and are exposed for long periods to dangerous agricultural chemicals.⁴

3.4 Flowers

In the Ecuadorian flower industry, children under 15 years old are classed as “helpers” and so do not figure on the official payroll. This false classification makes it difficult to estimate the total number of child labourers working in the flower industry in this country.

An IPEC rapid assessment study⁵ found several specific dangers and accident/ill health risks:

- Falls occurred when constructing the wooden or aluminium frames of glasshouses. Children climb on the frames to complete the construction but the struts are often too thin to support their weight.
- Physical injuries, exhaustion and musculo-skeletal injuries resulted from heavy work preparing raised seed beds. The work involves removing 1 metre depth of soil, which is then fumigated with pesticides (often methyl bromide which is a highly toxic pesticide) to sterilise it, and then replacing the soil and working it to a smooth surface.
- There was exposure to pesticides, particularly Methyl bromide in the seedbeds, which can be breathed in as a gas when the soil is being worked. Other pesticides were also applied in the glasshouses and children handled sprayed plants when picking and packing flowers.

3.5 Sugar cane

An IPEC rapid assessment study⁶ of working conditions of child labourers in sugar cane production in El Salvador found that 70 per cent of the children in the study area were aged 7-14 years old, with boys in the majority (see also Appendix 2 in Guidebook 3). In respect of the health and safety problems experienced by the children, the assessment found that:

- Children worked very long days, waking at 05:00. Those who went to school finished work around midday, while others continued working until 15:00 or 16:00 hours. On average, boys worked for five hours and girls six hours. Girls were engaged in preparing the land and planting the sugar cane. Boys cut the harvested canes, sliced them into smaller pieces, and sprayed the fields with chemical pesticides.
- Children typically did not wear gloves or any other kind of protective clothing. Only a few wore shoes. Exposure to scorching sun was a problem as there were few or no trees to provide shade on most plantations.
- Injuries from cutting instruments such as machetes were the most common ones. Agricultural tools were often too heavy and awkward for children to use properly, resulting in injuries and back, shoulder, neck and arm problems. Other health

complaints included blisters, headaches, respiratory problems and eye irritations.

Similarly, a trade union investigation⁷ into child labour in sugar cane production in Mayuge district, eastern Uganda found children working on outgrower sugar farms cutting cane. They tied the cane into bundles of ten, transported them to the roadside from fields and stacked them into heaps of 50 bundles. The children were paid Uganda shillings 700 per heap (less than 50 cents US) and on average could only make two heaps in a 12-hour day.

Safety and health problems faced by these children included:

- exposure to toxic pesticides,
- cuts and abrasions from cane trash,
- lifting of heavy loads,
- long working hours,
- over-exposure to rains and hot sun,
- snake and insect bites, and
- harsh supervision.

A US Department of Labor report⁸ covering child labour in sugar cane growing in Brazil found that on one plantation, over half the children had suffered some type of occupational accident, with knife wounds on the arms, hands and legs accounting for over 85 per cent of them. Other health problems included respiratory, skin, and stomach problems; back, leg, and arm pain; headaches from prolonged exposure to the sun; conjunctivitis; and mental and physical stress from having to meet high daily production quotas.

Roughly 90 per cent of the children and 40 per cent of the adults were unregistered workers. Thus, employers generally did not provide children with boots or protective clothing. Most wore rubber sandals or worked barefoot.

Over 40 per cent of the children worked more than 40 hours per week. On one plantation, children woke up at 04:00 and went to work without eating breakfast.

3.6 Tea

An IPEC baseline survey⁹ in three tea growing districts - Korogwe, Lushoto, Muheza – in Tanzania concluded that hazardous child labour existed both on small and large-scale tea growing farms (plantations). The majority of the 1,000 children studied were 11-14 years old, with girls in the majority. The children interviewed were engaged in plucking and carrying the tea leaves. They worked on average eight hours per day, usually without a lunch break as they continued plucking to earn more money. Forty-four per cent of the children interviewed experienced health problems, the most common ones reported being:

- chest infections due to cold and winds and rain, as no warm clothing was provided;
- skin diseases and bruises due to lack of shoes/boots and protective cover on arms and legs, and linked to the fact that their clothes were always dirty;
- intestinal worms due to poor water and sanitation facilities; and
- muscle and back pains due to carrying of heavy loads.

A child of 13 carries up to 20 kilograms and a child of 14 up to 30 kilograms. These loads were carried over considerable distances as the weighing stations were from 1-4 kilometres from the tea fields.

Similarly, an IPEC rapid assessment study¹⁰ of child labour on tea estates in Lushoto and Rungwe districts of Tanzania found that children were working without any warm clothing, raincoats or boots. As a result, they suffered from cold related health problems, especially during heavy rains. Without boots, they also suffered leg injuries from thorns and protruding tea stumps and had no protection against snakebites. Their clothes were always dirty, which increased the risk of infection. In Rungwe district, they were exposed to toxic herbicides (pesticides). Sexual harassment of girls was reported as a problem.

The average working day for children engaged in plucking and carrying green tea leaves was eight hours. Thirteen year-olds carried up to 20 kilograms and 14 year-olds up to 30 kilograms of green tea leaves from the fields to the weighing stations, often for distances between one and four kilometres.

A US Department of Labor report¹¹ on child labour on tea plantations in a variety of countries found that in India, for example, some children were born, lived and died on the tea estates. They traditionally began working by helping their parents pluck and sort leaves and carry baskets of harvested tea. Once they reached the age of 12, they were given their own basket, earning half of what an adult labourer earned.

The same report found that tea estates in Zimbabwe employed a large number of children, often 10 to 12 years old, on part-time and piece-rate bases. They began work at 05:30, walked five to eight kilometres to the tea fields, and plucked tea leaves until school began at 13:00. If they failed to pluck the minimum daily load, they were forced to work on Saturday as a punishment.

A survey by the Employer's Federation of Sri Lanka¹² of 161 tea estates "employing" 2,070 child labourers between the ages of 14 and 16, found that the main safety and health hazards were unguarded machinery, exposure to fertilizers and pesticides, accidents due to uneven and sloping terrain in the fields, and exposure to extreme weather conditions.



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3.7 Tobacco

An IPEC rapid assessment study¹³ on tobacco growing in the Iringa and Urambo districts, Tanzania reported a number of hazards and risks.

Children lacked protective equipment, including warm clothing during the rainy and cold seasons. Due to the lack of boots, they were injured by thorns and tree stumps, especially when walking barefoot to fell trees in thorny woods in order to get logs for curing tobacco. They suffered from headaches, fevers, nosebleeds, sunburns and fungal infections on toes and fingers from working in stagnant water.

Other health effects included eye inflammation, coughs and tuberculosis due to tobacco fumes and smoke from burning logs in curing sheds, and dry skin and anaemia from exposure to excessive heat. They suffered skin problems from using bare hands and spoons to apply chemical fertilizers, and chest pains and respiratory problems from inhaling fertilizer dust. Children applied toxic pesticides using bare hands.

The two main sources of accidental injury were fires during curing and the use of sharp implements. Knives were used to prune tobacco. They carried out repetitive and exhaustive work using hoes, axes and pangas (machetes). Fires resulted in burns and even fatalities.

Children regularly worked from eight to 14 hours a day, with shifts of 18 to 20 hours during harvest time as they worked in the fields during the day and in the barns curing tobacco throughout the night. The rooms where they slept at night were not insulated in any way

Carrying water for the seedbeds in Urambo district often involved children walking five to ten kilometres;

In both districts, working children, particularly girls, suffered sexual harassment and assault. Consequently, some children suffered from sexually transmitted diseases, including syphilis.

An IPEC rapid assessment report¹⁴ of working children in tobacco cultivation in Lebanon found that the majority of the children were 12-15 years old, with many 9-12 year-olds also engaged in the work. Some children below 5 years of age were engaged in leaf drying. Almost all the children were unpaid family labour.

The premises where children work were small, dirty and full of dust. Field work involved high temperatures and intensive sunlight. Children classed the work as “tiring, boring and hard”.

At least a quarter of the children had been injured at least once during their work: cuts were the most common source of injury as the children had no gloves or special work clothes. Such injuries were especially prevalent among children under 5 years of age when they put the tobacco leaves on threads using special steelheads.

Children walked long distances to the fields, taking 15 to 30 minutes for the journey, and were afraid of insects and snakes during their walks through the fields. They worked an average of six hours per day.

A joint study in the Dominican Republic by IPEC and the Foundation for Elimination of Child Labour in Tobacco found that both girls and boys were found in the tobacco growing plantations. There was, however, a sex-based division of labour: girls would separate and roll up tobacco leaves, boys would carry heavy loads.¹⁵

Furthermore, in the Dominican Republic, according to the research, there was a very high level of “social tolerance” of child agricultural labour, as 71 per cent of the children interviewed in Santiago considered that it is vital to start working between 6-12 years old. On the other hand, 82.5 per cent of the parents also believed that they needed the income they got from their children’s work. From the employers’ point of view (the owners of the farms), it also seemed acceptable to have children working from an early age, as long as the parents were looking after them.¹⁶

NOTES

Introductory Note

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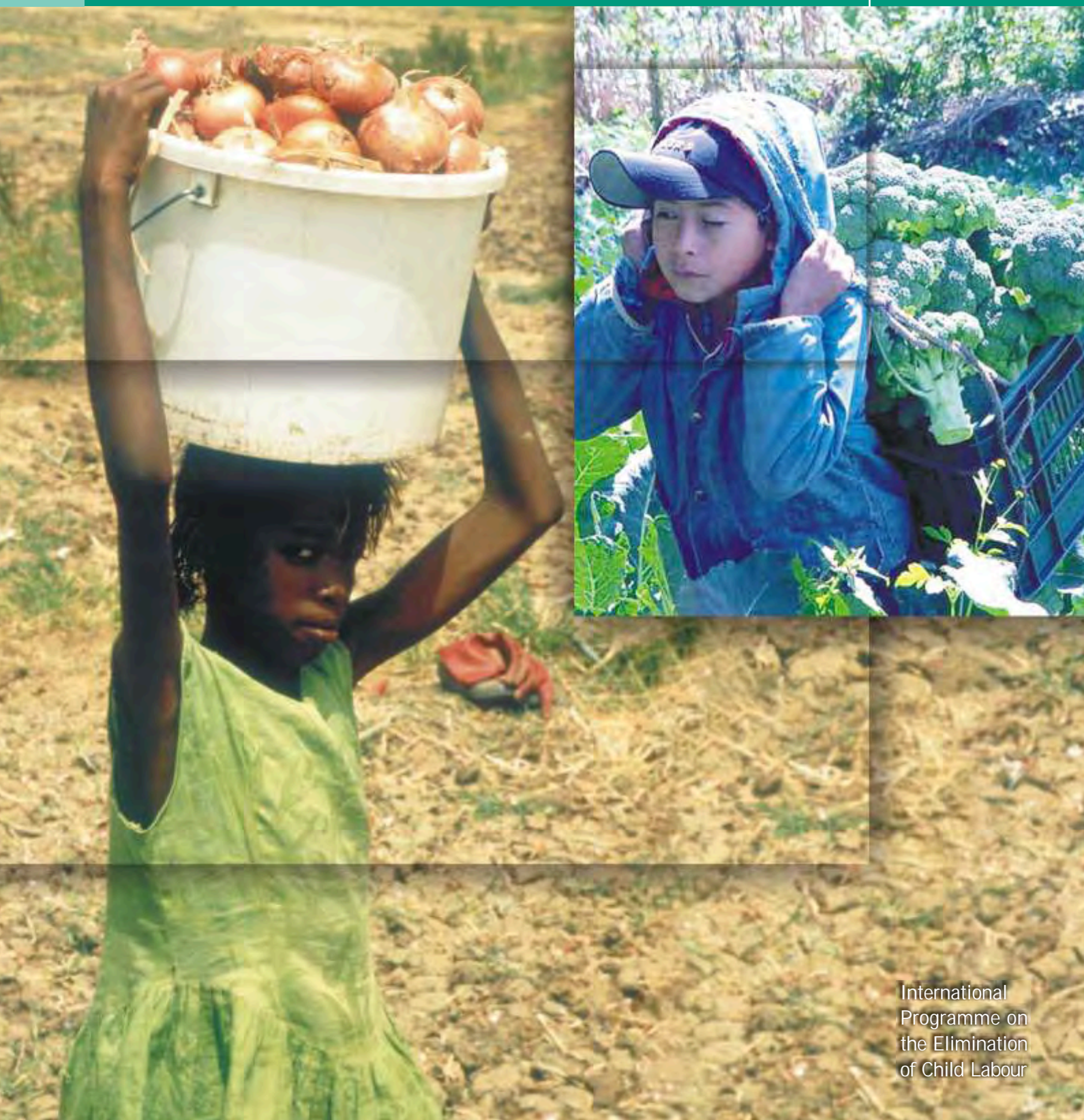
Tackling hazardous child labour in agriculture

Guidance on policy and practice



International
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Eliminating hazardous child labour in agriculture



International
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the Elimination
of Child Labour

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Guidebook 3

Eliminating hazardous child labour in agriculture



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International Programme on the Elimination of Child Labour

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Tackling hazardous child labour in agriculture: Guidance on policy and practice
Eliminating hazardous child labour in agriculture

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Tackling hazardous child labour in agriculture

Guidance on policy and practice

Additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *User guide, including background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4.*

To supplement the five Guidebooks, additional information on tackling hazardous child labour in agriculture is provided on the CD-ROM as follows:

■ International Labour Organization (ILO) Conventions and their Recommendations

- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182); and Recommendation (No. 190).
- Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138); and Recommendation (No. 146).
- Convention concerning Safety and Health in Agriculture, 2001 (No.184); and Recommendation (No.192).

■ ILO International Programme on the Elimination of Child Labour: Publications

- IPEC: *Training Resource Pack on Elimination of Hazardous Child Labour in Agriculture* (Geneva, ILO, 2005).
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Bitter Harvest: Child labour in agriculture. ILO ACTRAV, Geneva, 2002.

■ **ILO SAFEWORK/CIS**

Links to *ILO Encyclopaedia on occupational safety & health*.

■ **Internet connection**

<http://www.ilo.org.childlabour>

I. Introductory note

I.I The ILO's view on child labour

The International Labour Organization's goal with regard to child labour is the progressive elimination of all its forms worldwide. The worst forms of child labour, which include hazardous work, commercial sexual exploitation, trafficking of children and all forms of slavery, among others, should be abolished as a priority.

This guidebook and the three others of this series are based on the framework on child labour policy provided by the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child Labour Convention, 1999, (No. 182). Both these Conventions are explained in detail in Guidebook 1, "Background policy information".

In brief, child labour is work that harms children's well being and hinders their education, development and future livelihoods. Child labour is work which, by its nature and/or the way it is carried out, harms, abuses and exploits the child or deprives the child of an education. As per Convention No. 182, the term "child" shall apply to all persons *under the age of 18.*"¹

"Hazardous child labour" is work in dangerous or unhealthy conditions that could result in children being killed, or injured (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements. Child labour in agriculture is of particular concern as agriculture is one of the most dangerous and under-regulated economic sectors worldwide for all workers, and it is the sector where over 70 per cent of child labour is found.

As mandated by its tripartite constituents – governments, employers' organizations and workers' organizations – the ILO's immediate goal is the elimination of hazardous child labour (along with the other worst forms) in all occupational sectors. In agriculture, governments may make only limited exemptions – as per Article 16 of the ILO Convention on Safety and Health in Agriculture, 2001 (No. 184) – for what are termed "young workers". Young workers aged 16 to 17 years may carry out hazardous tasks as part of their training, but only under strict supervision – and never as part of their routine work.

I.II The ILO's strategy to eliminate child labour

The ILO seeks to strategically position child labour elimination at the macro-level in socio-economic development and poverty reduction strategies of its member countries in order to encourage mainstreaming and integration of child labour issues and concerns. In doing so, the ILO – through its International Programme on the Elimination of Child Labour (IPEC) – emphasizes the need for assessing

and monitoring the extent and nature of the problem, the strengthening of institutional capacities and the provision of assistance for the development and implementation of national policies.

It is clear from IPEC experience that parents and families who are given a viable choice prefer to keep children out of the workplace. Thus, the ILO's strategies have put increasing emphasis on poverty alleviation as well as expanding and improving institutional mechanisms for education and law enforcement, among other key areas of work. As such, the work of IPEC fits into and supports various development frameworks, such as the Millennium Development Goals, the Poverty Reduction Strategy Papers and the Education for All Initiative.

On a practical level, IPEC supports programmes to *prevent* children from ever starting work, *withdraw* children from workplaces and *rehabilitate* child labourers through placement in schools and/or skills training and other services. However, the reality is that many children – both above and below the minimum legal age for employment – continue to work in hazardous conditions and are at immediate risk. Therefore, *protection* is another key priority. This means improving safety and health standards in workplaces where children are found in order to prevent child deaths, accidents and ill health of both children who can legally work and those under the minimum age, pending withdrawal.

I.III The scope of agricultural activities covered

Agriculture is a complex and heterogeneous economic sector comprised of a number of sub-sectors. It involves agricultural production methods that differ from country to country and between developed and developing countries. It ranges from highly mechanised, intensive commercial and industrialized production to traditional small-scale, subsistence-type farming. The distinction that has traditionally been drawn between these two types of farming is slowly eroding, however, with the increasing commercialization and industrialization of agriculture, especially in response to the promotion of export-orientated agriculture by governments and multinational enterprises.

“Agriculture” covers different types of farming activities, such as crop production, horticultural/fruit production, livestock raising, livestock-food preparation, forestry activities, fish farming, and insect raising. It also includes many other associated activities: the primary processing and packaging of agricultural and animal products, crop storage, pest management, irrigation, construction and domestic tasks (carrying of water, fuel-wood, etc.), as well as the use and maintenance of machinery, equipment, appliances, tools and agricultural installations. It can include any process, operation, transport or storage directly related to agricultural production. This should be considered as a working definition of agriculture and not exclusive.

I.IV The contents of this guidebook

This Guidebook provides information, data, ideas, examples, strategies and recommendations to aid policy-makers in their work to save, protect and better the lives of child labourers in agriculture.

Chapter 1, “Hazardous child labour in agriculture: Issues and facts” reviews in depth why agriculture is so dangerous for children and why children are at greater risk than adults. It examines the state of knowledge on fatal and non-fatal accidents, illness and the general problem of underreporting of these.

In Chapter 2, over 20 specific classes of hazard and risks that child labourers may confront in agriculture are presented and illustrated with examples from around the world. Some of these reflect the inherently dangerous nature of agricultural work, such as working with farm vehicles, machinery, cutting tools, pesticides and livestock, while others relate to the often substandard and arduous working and living conditions found in agriculture.

Chapter 3, “What stakeholders can do to eliminate hazardous child labour in agriculture” reviews the ILO’s strategy to end hazardous child labour in agriculture. It also addresses the issue of what roles stakeholders roles can play.

Appendices 1 and 2 at the end of this guidebook provide detailed information on the specific hazards and risks faced by child workers in cocoa production in Cameroon and Ghana, and sugar cane production in El Salvador.

Chapter 1: Hazardous child labour in agriculture — Issues and facts

1.1 Introduction

Over 70 per cent of all child labourers work in agriculture – an industry with a very poor record of safety and health. The number of child labourers working in agriculture is nearly ten times that of children involved in factory work, such as garment manufacturing, carpet-weaving or soccer-ball stitching. Yet, despite their numbers and the difficult nature of their work, children working in agriculture have received relatively little attention compared to some of the other types of child labour, particularly the manufacturing of goods for export or commercial sexual exploitation.

From tending cattle, to harvesting crops, to handling machinery, to holding flags to guide planes spraying pesticides, over 150 million girls and boys help produce much of the food and drink we consume and the fibres and primary agricultural materials that we use. The numbers vary from country to country, but it is estimated that at least 90 per cent of economically active children in rural areas in developing countries work in agriculture. Child labour in agriculture is not confined to developing countries; it is also a serious problem in industrialized countries.

A large, though uncertain, number of these girls and boys carry out hazardous child labour, which is work that can threaten their lives, limbs, health, and general well-being (see box 1). On farms and plantations of all types and sizes, child labourers carry out jobs or tasks that put their safety and health at risk. Many of them are harshly exploited, toiling in poor to appalling conditions and performing dangerous jobs with little or no pay. They suffer physical and mental hardship and even loss of life.¹ Irrespective of age, agriculture – along with construction and mining – is one of the three most dangerous sectors in which to work in terms of work-related fatalities, non-fatal accidents and occupational disease.

There is no reason why girls or boys working in agriculture will avoid work-related accidents and ill health as they carry out virtually the same work as adults. Whether child labourers work on their parents' farms, are hired to work on the farms or plantations of others, or accompany their migrant farm-worker parents, many of the hazards and risks they face are similar to those faced by adult workers. Any child working in agriculture could incur a traumatic injury or chronic disease. In fact, child workers are at even greater risk than adults because the hazards that affect adult workers can have a more severe

impact on children's immature bodies and minds. Also, a feature of agriculture that sets it apart from most other forms of child labour is that the children usually live on the farms or plantations where they work. This exposes them to additional risks.

Box 1: Hazardous child labour

Hazardous child labour is the largest category of the "worst forms of child labour" defined in ILO Convention No. 182 on the Worst Forms of Child Labour¹. In adopting the Convention in 1999, governments, employers' organizations and workers' organizations pledged to prohibit and take immediate action to eliminate hazardous child labour along with other worst forms.

¹ See Guidebook 1 for more information on this Convention.

The work that children undertake in agriculture is often invisible and unacknowledged because they assist their parents or relatives on the family farm or work on a piecework basis or under a quota system on larger farms or plantations, often as part of migrant worker families. They are often classed as "helpers" though they do similar and equally strenuous work as adults. This means that accidents and ill health that child labourers suffer at work often go unrecorded and unreported. In addition, as certain work-related physical disabilities and health problems only develop or become fully apparent or debilitating in adult life, they too go unrecorded and unreported, and the connection with work exposure as a child labourer is not made.

There is relatively little information available concerning the actual conditions under which agricultural child labourers work and the impacts on their safety and health, as the issue has been principally dealt with from political, economic and sociological perspectives. Concrete data on fatal and non-fatal accidents and work-related ill health experienced by these child labourers is lacking. Similarly, examples of concrete interventions to protect their safety and health are also scarce.

Agricultural child labourers work in a sector that is historically and traditionally under-regulated in many countries. Compared to workers in other sectors, agricultural workers of all ages are under-protected. They suffer markedly higher rates of fatal injuries and accidents than other workers whilst enforcement of safety and health laws is often weak or non-existent. Child labour laws – if they exist – are less stringent in agriculture than in other industries. Children, for example, are generally allowed to operate machinery and drive tractors at a younger age in agriculture than in other sectors.

1.2 How many children are involved in hazardous child labour in agriculture?

While for most countries the exact number of children performing hazardous labour in agriculture is not known, it is assumed to be large. An official survey carried out in South Africa in 1999 shows that the number of children involved can be quite significant (box 2).

Box 2. South African child labour survey shows significant hazardous labour in agriculture

In 1999, the South African Department of Labour commissioned Statistics South Africa to conduct a study, the Survey on the Activities of Young People (SAYP), in order to develop a reliable and credible database on child labour in the country. The SAYP focused on children in households, and covered an estimated 13.4 million children. The SAYP revealed the following categories of hazardous work done by children in agriculture:

- 137,000 children worked with or close to dangerous machinery. Eighty per cent of these children were in deep rural areas, and 66.6 per cent of them were boys.
- 128,000 children did heavy physical work regularly or often, including manual handling and transporting of heavy loads. This kind of hazard is more prevalent in agriculture than in other sectors
- 58,000 of the children said they had suffered illness related to their work due to exposure to some hazardous condition such as an environment that was too cold, hot, dusty or noisy.

In another example, a 2005 IPEC study in Nigeria surveyed child labour in cocoa production in the communities of Agunla Petesi, Aladeldanre, Awo Keyola, Igbatoro, Lasia, Lebira, Oda, Orisumbare, Ulohen, and Wasimi. The report found that about 20 per cent of the male child workers interviewed in these communities helped in transporting pesticide sprayers, 18 per cent in mixing pesticides and 3 per cent in spraying. It also noted that the trend was similar for female children.²

Another research study of cocoa production in four West African countries (Cameroon, Côte d'Ivoire, Ghana and Nigeria) estimated that 153,000 children were involved in the application of pesticides.³

1.3 How dangerous is agriculture for child labourers?

Just how dangerous is agriculture for the millions of children who work as child labourers in this sector? What are the types of hazards (box 3) and the nature and levels of risks to which these child labourers are exposed on a routine basis? What are the consequences of exposure to these hazards and risks both in childhood and adulthood? What are the extra risks that child workers face compared to adults? In addressing these questions, it should be borne in mind that childhood is a critical time for safe and healthy human development. An accurate profile of the safety and health of child workers must go beyond mortality and disease/illness (morbidity) data. It must also consider emotional, psychological and learning problems, the social

and environmental risks to which they are related, and the total costs to countries and society. The World Health Organization's definition of “child health” is a complete physical, mental and social well-being of a child and not merely the absence of disease or infirmity.

Box 3: Hazard and risk

A “hazard” is anything with the potential to do harm. A “risk” is the likelihood of potential harm from that hazard being realized. For example, the hazard associated with power-driven agricultural machinery might be getting trapped or entangled by moving parts. The risk may be high if guards are not fitted and workers are in close proximity to the machine. If however, the machine is properly guarded, regularly maintained and repaired by competent staff, then the risk will be lower.

As most agricultural work is carried out in the countryside, it is not only subject to the safety and health hazards inherent in the specific work processes involved, but also to those in a rural environment. Child labour in rural settings is directly conditioned by the variety and characteristics of local climate and geography. This is all the more so for children who live where they work. Most agricultural work is carried out in the open air and, consequently, agricultural workers are dependent on changes in the weather in performing their tasks. This factor influences working conditions, often making them difficult and dangerous (e.g. working in extreme heat or cold, wind-chill, sudden rainstorms while harvesting, etc.).

An ILO study of child labour in Africa in relation to the rural economy notes that:

One common factor that emerges, despite the great differences in the status of children at work and of the work they have to perform, is the harshness of their working conditions. This has nothing to do with harshness of economic exploitation due to an employer's strategy of cutting labour costs. It simply refers to the arduous nature of work in rural areas. Climatic conditions quickly induce fatigue; there is a constant danger from insects, reptiles and other animals; the ground is hard and tools primitive; distances travelled are sometimes very great; working hours are long; and the overall picture can be even worse if the children themselves are not in good health. The study goes on to add that in Africa, the scale of migration to towns is directly linked to the severity of working conditions in rural areas. People seek less tiring work which will if possible guarantee survival at a lower cost. There is food for thought in the failure of all government attempts to send back to rural areas children or young persons who have left for the town. Even after experiencing what many consider unacceptable living conditions in city streets and shantytowns, the children still prefer them to those of the country.⁴

Also, one of the most distinguishing characteristics of agricultural work is that it is carried out in a rural environment where there is no clear boundary between working and living conditions. As a result, agricultural workers and their families, and other child workers face extra dangers, such as exposure to pesticides from spray drift, as well as pesticide-contaminated water and food. Frequently, there is a lack of clean drinking water, decent washing facilities and toilets. Often their clothes are very dirty due to lack of cleaning facilities. Farm or plantation accommodations for workers are often extremely basic and

makeshift – built of pieces of plastic, wood or cardboard – and lack heating and other amenities.

The many types of hazard and risk for child labourers in agriculture are described below.⁵ Chapter 2 provides additional detail and illustrations of these and others.

Hours of work tend to be extremely long during planting and harvesting. During these high-activity periods, work in the fields can last from dawn to dusk, excluding the transport time to and from the fields (see box 4). The intensity of the work offers little chance for rest breaks, and the length of the working day offers insufficient time for recuperation or leisure.

Box 4: Long hours in the fields

In the Philippines, children working on sugar plantations have been reported to work 10 hours per day from Monday through Saturday with only short breaks and half a day on Sunday. The children earn less than one US dollar daily. They weed, cultivate, turn soil, cut cane, fix canals, harvest, and apply fertilizers and pesticides. Sometimes, child labourers are as young as 7-8 years old and begin to cut the cane at age 12. Children are injured from using sharp knives and are poisoned from the use of dangerous fertilizers.¹

A 2000 South African Broadcasting Corporation news story described several cases of child labour in agriculture that illustrate the long hours and harsh conditions many children face. In one example, an unemployed and poor woman sent her three granddaughters aged between 13 and 15 to fend for themselves on a farm. Hungry and tired, the girls picked chillies and tended groundnut farms for more than eight hours a day. Another group of children was spotted by government officials working in a farm in Rooigrond. They earned R13 (approximately US\$ 2) a day. “We start working from 06:00 until 18:00. At about 09:00 we are fed porridge and milk,” said the child labourers.²

¹ ILO Bureau of Workers' Activities: Bitter Harvest: *Child Labour in Agriculture* (Geneva, ILO, 2002).

² South African Broadcasting Corporation: “Twelve hours a day for 13 rand”, News24.com/News24/South_Africa/News/0,,2-7-1442_1321053,00.html

Much agricultural work is physically demanding and strenuous. It can involve long periods of standing, stooping, bending, repetitive and forceful movements in awkward body positions (see cutting tools below), and carrying heavy or awkward loads – baskets, bundles of crops, water containers, etc. – often over long distances. These types of activities can harm children's musculoskeletal development and may result in permanent disability.

Children must often work in extreme temperatures. They may work in the hot sun or in cold, wet conditions without suitable clothing or protective equipment. In high-altitude tea plantations in the tropics, the weather can be cold and wet, and the children frequently lack suitable warm clothing or footwear. In hot conditions, they may get dizzy from dehydration because they do not have access to drinking water.

Child labourers use dangerous cutting tools. These include machetes, knives, scythes, sickles, etc. to cut crops, hay, weeds, and brushwood. Cuts are frequent and even more serious injuries can be sustained,

such as amputations.⁶ Repetitive and forceful actions associated with cutting can also harm their musculoskeletal development. The machete is the tool that is most commonly used by less skilled workers on farms or plantations.

Children risk falling and injuries from falling objects. Child labourers are especially used to help harvest crops. They may fall off ladders or even out of trees while picking high-growing fruit. They may also be injured by fruit pods falling from trees.

Skin problems are common. Many of the crops children work with are abrasive, prickly or contain skin irritants that can provoke allergies, rashes, blistering, etc.

Child labourers are at risk of being injured or killed by farm vehicles and heavy machinery. This includes tractor overturns and being hit by tractors, trailers, trucks and heavy wagons used to transport the farm produce from the fields. In Australia and the USA, for example, boys are driving tractors on farms as young as the age of 7, and by that age many more are already riding on tractors as passengers.

Child labourers are also injured or killed or by climbing on or off trailers or other machines whilst these are still in motion, slipping or missing their footing, and falling under them and being crushed or run over.

In many countries, child labourers may work around, or even operate, powerful machinery and equipment, such as power take-off shafts, grain augurs, balers, slurry tankers and other large farm machinery and are at risk of being entangled or dragged into such machinery.

Exposure to loud noise can harm hearing. Excessive exposure to noisy machinery can lead to hearing problems in later life.

Many child labourers also mix, load and apply toxic pesticides. Some of these are extremely poisonous and potentially cancer-causing, some may adversely affect brain function, behaviour and mental health, or can harm both female and male reproduction later in life. Some children stand in the fields where pesticides are being aerially sprayed, holding flags to guide the spray planes as they swoop low over the fields. Contamination is virtually inevitable. Lack of proper pesticide storage facilities or systems for disposal of empty pesticide containers can result in child poisonings or even deaths when containers are used for other purposes, e.g. to hold drinking/cooking water, or when children play with the empty, unwashed drums and bottles. They may also apply chemical fertilizers with their bare hands or using a spoon.

Child labourers are often exposed to high levels of organic dust. This generally occurs while harvesting crops or preparing feed for farm animals. Breathing organic dust can result in allergic respiratory diseases, such as occupational asthma and hypersensitivity pneumonia (alveolitis).

Child labourers are at risk of injury and diseases from livestock and wild animals. Herding, shepherding and milking farm animals can be risky. Child labourers are frequently injured by being jostled, butted, or stamped on by farm animals, especially as many child labourers work barefoot. Children in pastoral communities may spend many months in remote, isolated areas looking after the herds or involved in heavy work, such as watering livestock.

Working barefoot in fields or around livestock also exposes them to cuts, bruises, thorn injuries, skin disorders, or even catching water-borne diseases, especially where soils are wet and sticky, or deliberately flooded as in the case of rice cultivation. They are also vulnerable to snake and insect bites, and in some cases, attacks by wild animals. Wild animals can also be disease carriers (vectors).

1.4 Why are children at greater risk than adults?

Child labourers are susceptible to all the dangers faced by adult workers when placed in the same situation. However, the work hazards and risks that affect adult workers can affect child labourers even more strongly. The results of lack of safety and health protection can often be more devastating and lasting for them. It can result in permanent disabilities, and they can also suffer psychological damage from working and living in an environment where they are denigrated, harassed or experience violence.

When speaking of child labourers it is important to go beyond the concepts of work hazard and risk as applied to adult workers and to expand them to include the developmental aspects of childhood. Because children are still growing they have special characteristics and needs that must be taken into consideration when determining workplace hazards and the risks associated with them, in terms of physical, cognitive (thought/learning) and behavioural development and emotional growth.

Children's greater vulnerability than adults to workplace hazards are numerous and complex. Some of these are:

General

- Per kilogram of body weight, children breathe more air, drink more water, eat more food and use more energy than adults. These higher rates of intake result, for example, in greater exposure to diseases (pathogens) and toxic substances/pollutants⁷ (see box 5 page 10).
 - They drink two and a half times more water than adults per kilogram of body weight.
 - They eat three to four times more food per kilogram of body weight.
- Their small physical size and being asked to do tasks beyond their physical strength may pose additional risks.

- As children's tissues and organs mature at different rates, it is not possible to specify precise ages of vulnerability for children to specific workplace hazards and risks.

Skin

- A child's skin area is 2.5 times greater than an adult's (per unit of body weight), which can result in greater skin absorption of toxics. Skin structure is only fully developed after puberty.
- Children have thinner skin, so toxics are more easily absorbed.

Respiratory

- Children have deeper and more frequent breathing and thus can breathe in more substances that are hazardous to their health.
- A resting infant has twice the volume of air passing through the lungs compared to a resting adult (per unit of body weight) over the same time period.

Brain

- Maturation can be hindered by exposure to toxic substances.
- Metals are retained in the brain more readily in childhood and absorption is greater (e.g. lead and methyl mercury).

Gastro-intestinal, endocrine and reproductive systems and renal function

- The gastro-intestinal, endocrine and reproductive systems and renal function are immature at birth and mature during childhood and adolescence, thus the elimination of hazardous agents is less efficient. Exposure to toxic substances in the workplace can hinder the process of maturation.
- The endocrine system and the hormones it generates and controls play a key role in growth and development. The endocrine system may be especially vulnerable to disruption by chemicals during childhood and adolescence.

Enzyme system

- The enzyme system is immature in childhood, resulting in poorer detoxification of hazardous substances.

Energy requirements

- Children require greater energy consumption because they are growing, and this can result in increased susceptibility to toxins.

Fluid requirements

- Children are more likely to dehydrate because they lose more water per kilogram of body weight through the greater passage of air through their lungs, the larger surface area of their skin, and their inability to concentrate urine in their kidneys.

Sleep requirements

- 10-18 year-olds require about 9.5 hours sleep per night for proper development.

Temperature

- Children have increased sensitivity to heat and cold, as their sweat glands and thermo-regulatory systems are not fully developed.

Physical strain/repetitive movements

Physical strain, especially combined with repetitive movements, on growing bones and joints can cause stunting, spinal injury and other life-long deformations and disabilities.

Cognitive and behavioural development

A child's capacity to recognize and assess potential safety and health risks at work and make decisions about them is less mature than that of adults. For younger children this ability is particularly weak. The ability to generate options, to look at a situation from a variety of perspectives, to anticipate consequences and to evaluate the credibility of sources increases throughout adolescence. By mid-adolescence, most youngsters make decisions in similar ways to adults.⁸

Children are vulnerable

Other factors that increase levels of risk include:

- lack work experience – children are unable to make informed judgements;
- a desire to perform well – children are willing to go the extra mile without realizing the risks;
- learning unsafe health and safety behaviour from adults;
- lack of safety or health training;
- inadequate, even harsh, supervision; and
- lack of power terms of organization and rights.

Children may be reluctant to let others know when they do not understand something. They want to show superiors and others that they are big enough, strong enough or old enough to do the job. They may fear dismissal if they fail. Children often are unfamiliar with hazards and risks and not trained to avoid them.

Reduced life expectancy

This concept is difficult to quantify. But the earlier a person starts work, the more premature the ageing that will follow. A study based on a nationally cross-representative survey of 18-60 year-old Brazilian adults found that, after controlling for age, education, (potential/latent) wealth, housing conditions, unemployment status and race, their entry into the labour force at or below the age of 9 years old had a statistically significant and substantial negative effect on health in adulthood.⁹

The magnitude of the effect for women is roughly twice that for men. On average, a 40-year-old woman who started work at or below 9 years of age is estimated to have the health status of a 45-year-old woman who did not work before the age of 9.¹⁰

Box 5: Toxic substances and children

Children have a higher capacity to absorb toxic substances, whether through breathing, through the skin or swallowing. They have a higher skin surface area to weight ratio. Children also have greater exploratory and 'hand-to-mouth' behaviours and are more likely to come into contact with and ingest pesticide/chemical residues, and they are also vulnerable to accidents when pesticides and other chemicals are improperly stored (e.g. in drink bottles and food containers) or when empty but still contaminated chemical containers are used to store water.

In cases of chemical poisoning, an important factor is the body's ability to detoxify and excrete pesticides. A child's metabolism can differ in important ways from adults. For example, considerable laboratory research has demonstrated increased susceptibility to organophosphate pesticides in juveniles.¹

Adolescence is the last period of rapid cell growth as well as the time of complete differentiation of the organs of reproduction. Exposures, particularly potential high-level exposures incurred during child labour to pesticides, neuro-toxicants, endocrine disruptors, allergens and carcinogens, during this critical period may be especially dangerous.¹

While there is still a significant level of uncertainty about the safety of many chemicals, it is known that a number of factors contribute to a child's unique vulnerability to chemicals, including a typical child's biology, physiology and behaviour.

Biology: The central nervous, immune, reproductive, hormonal, and digestive systems, as well as kidneys and lungs, of a foetus, infant, and child are immature and are constantly developing. Depending on the state of development and a variety of other factors, a child's ability to successfully detoxify and excrete toxins differs from that of an adult, sometimes offering them greater protection and sometimes increasing their vulnerability.

Physiology: Young children breathe faster, and eat and drink more in proportion to their body weight than do adults, and their skin absorption may be higher.

Behaviour: Children spend more time outdoors than do adults, playing and experiencing life closer to the ground where contaminants often accumulate. They also typically engage in hand-to-mouth behaviour as part of their normal development. They are unaware of potential risks around them and therefore are less able to protect themselves from potential exposures.²

¹ Natural Resources Defense Council: *Trouble on the farm: Growing up with pesticides in agricultural communities*. (Washington DC, 1998).

² National Research Council of the Institute of Medicine: *Protecting Youth at Work: Health, Safety, and Development of Working Children and Adolescents in the United States*; (Washington DC, National Academy Press, 1998).

1.5 Levels of fatal and non-fatal accidents, and ill health of child labourers

There is lack of concrete data and statistics on both the number and types of work injuries and illnesses suffered by child labourers in agriculture and other occupational sectors as well. Current estimates of fatal and non-fatal injuries and illnesses are limited. Existing estimates are generally not comparable as they are based on different underlying hypotheses and different methodologies (see box 6 for ILO estimates for all workers). There is an urgent need for the

development of better data to define the extent and the severity of the problem of hazardous child labour in agriculture and its associated fatalities, injuries and illnesses as a basis for better targeting and prioritizing child worker accident and illness prevention activities. This issue is highlighted as one of the key recommendations of this report.

Box 6: Facts and figures on occupational deaths, injuries and ill health at work for all age groups

According to ILO estimates:

- 22,000 children are killed at work each year.
- 2.2 million women and men die each year as a result of occupational accidents and work-related diseases and disorders; of this figure, there are about 350,000 fatal accidents and between 1.7 to 2 million fatal diseases.
- An average of nearly 5,000 women and men die each day as result of occupational accidents and work-related diseases and disorders.
- There are an estimated 355,000 on-the-job fatalities per annum. It is estimated that half of them occur in agriculture, the sector with half the world's workforce.
- Cancer is the biggest cause of work-related fatality, responsible for 32 per cent of occupational fatalities.
- Hazardous substances kill 438,000 workers annually.
- 270 million occupational accidents each year that lead to more than 3 days absence from work.
- 160 million non-fatal occupational diseases each year.
- 4 per cent the world's gross domestic product is lost due to cost of work-related deaths, injuries and diseases due to absence from work and the resulting loss of productivity, health care and treatment, disability and survivor benefits.

These figures give an idea of the magnitude of the problem. It is clear that agricultural child labourers figure amongst the 22,000 child labourer fatalities, and in the 270 million accidents and 160 million cases of ill health for workers of all ages.

Sources: ILO: *Prevention: a global strategy on promoting safety and health at work* (Geneva, 2005) and ILO SafeWork: *Facts on Safe Work*, fact sheet (Geneva, 2003).

1.5.1 Fatal and non-fatal accidents

Despite the lack of data on occupational accidents for child labourers, it is often the case that children have more serious accidents than adults. There are a number of reasons why.

Children starting work do not always perceive danger correctly due to lack of information and experience. In some cases, they lack the experience to judge a situation, anticipate what will happen and decide quickly what is to be done. When faced with a series of events which will inevitably result in an accident, or when an accident has taken place, they may not know how to behave. They are less likely to know what to do when accidents occur and lack familiarity with the machines, tools and equipment they are expected to use. Most children blame themselves for their injuries and almost never complain to their parents or consult a doctor unless it is a serious accident. There are also other factors, such as competition among children to retain the job, lack of environmental and personal

protection, and poor sanitary conditions. A child worker has not yet mastered the most efficient, or the fastest and safest working techniques; movements are not always well controlled and in proportion with the desired result, and he or she may not receive appropriate training. Children are inclined to use makeshift tools rather than having access to the proper ones or to appropriate protective equipment. Furthermore, if they are exposed to long hours or arduous work, fatigue will contribute to the occurrence of accidents.

1.5.2 Data and statistics on fatal and non-fatal accidents

Fatal accidents

Based on national occupational accident rates and experience, the ILO's SAFEWORK programme current estimate is that, globally, the general fatal accident rate (for workers of all ages in all occupations) is approximately 12.6 deaths per 100,000 workers. Using this figure, half of all fatal workplace accidents occur in agriculture. In 1997, for example, there were 170,000 work-related deaths in agriculture worldwide out of a total of 330,000 fatalities for all occupations.¹¹

The ILO estimates that 22,000 children die every year due to work-related accidents. This number is calculated by multiplying the pre-2006 figure of 171 million child labourers in hazardous work by an accident ratio of 12.6 deaths per 100,000 workers (rounded up to the nearest thousand).¹²

There is no way, though, of accurately breaking down the figure of 22,000 deaths to estimate the number of child worker fatalities in agriculture (or other occupational sectors for that matter). However, given that over 70 per cent of child labour is in agriculture and that it is one of the three most dangerous industries, then it is likely that the level of child labourer fatalities in this sector is also high.

In comparison, a study done for the World Bank trying to quantify the global health impacts of child labour for all occupational sectors put the number of child work-related fatalities at 32,000 per annum.¹³ Using data from the WHO Global Burden of Disease Study (GBDS) they estimated child occupational mortality rates by GBDS region and found them to be comparable with adult mortality rates, indicating that children work under equally or more dangerous conditions than adults.

Non-fatal accidents

ILO SAFEWORK estimates that for every fatal accident at work, there are about 760 accidents causing 3 days absence or more from work. This gives an estimate of 17 million accidents for child labourers per annum for all occupational sectors (760 x 22,000). Again there is no way of accurately breaking down this figure for agriculture.¹⁴

The World Bank study cited above estimated the annual number of child labour injuries for all occupations at 6 million, resulting in 2.5 million disabilities.¹⁵

National data on fatal and non-fatal accidents

While national data in many countries are very limited, available statistics confirm that agriculture is a dangerous industry:

- In Canada, some 20 children are killed in agriculture-related fatalities each year.¹⁶ Machinery-related injuries are the leading cause of fatal and hospitalised injuries on Canadian farms.¹⁷
- According to the Statistical Office of the European Communities (EUROSTAT), in 1994, 900 fatalities were recorded along with 348,300 agricultural accidents involving more than three working days lost, placing agriculture as the second most hazardous sector in the region.¹⁸
- A 2004 European Union (EU)-wide study of farm injuries reported high levels of death and injury in agriculture. The mortality rate in the EU15 countries was 13 per 100,000 farm workers compared to 22 deaths per 100,000 farm workers in the USA. The report observes that, “A more striking impression makes the fact that these numbers are comparable to those concerning motor vehicle accidents in the general population, which are considered to be the injuries responsible for the highest public health burden (16 deaths per 100,000 US citizens and 11 deaths per 100,000 EU citizens, respectively).”¹⁹ The report contains summaries from research studies of farm injuries among children from around the world, but generally these reports do not distinguish between children injured when working and children injured as bystanders.²⁰
- A total of 217 farm-related fatalities occurred in *Finland* between 1988 and 2000, of which 120 were tractor-related. Other fatalities occurred mainly in construction work, animal husbandry or forestry work. Children and elderly farmers proved to be at risk groups for fatal injuries.²¹
- A study of agricultural fatal and non-fatal accidents in four regions in India found that tractor accidents (overturning, falling from the tractor, etc.) were highest (27.7 per cent), followed by thresher (14.6 per cent), sprayer/duster (12.2 per cent), sugar cane crusher (8.1 per cent) and chaff cutter (7.8 per cent) accidents. Most of the fatal accidents resulted from the powered machinery, with the annual fatality rate estimated as 22 per 100,000 farmers. The hand tools related injuries (8 per cent of the total accidents) were non-fatal in nature.²²
- In the period 1985-1998 in New Zealand, a total of 87 workplace-related fatalities to children under 15 were identified using national electronic mortality data-files. The vast majority of children were fatally injured while a bystander to another person's work and accounted for 46 per cent of New Zealand's

total workplace bystander deaths in this period. The report concluded that this high percentage, “suggests that hazard control in certain workplace settings is lacking”.²³

- In the UK, between 1986 and 1999, 67 children died and nearly 400 received serious injuries as a result of agricultural work. Unfortunately, these figures do not distinguish between those children working on, living on, or visiting farms.²⁴
- In the USA, more than 100 children are killed and 33,000 seriously injured on farms and ranches each year.²⁵ The rate for work-related agricultural fatalities for 15-19 year-olds is 12.2 per 100,000 full-time equivalent. This rate is comparable to those of adults working in agriculture, 20-54 years old.²⁶ In 2001, approximately 22,648 injuries occurred to children or adolescents under the age of 20 who lived on, worked on, or visited a farm operation, but 63 per cent of these are not work-related.²⁷ Children who live on, work on, or visit a farm operation have an agricultural-related injury rate of 12.7 per 1,000 youth.²⁸ Most injuries occur to children/youths who are part of the farm household (rate of 15.7 injuries per 1,000 youth).²⁹ Injuries to males account for 86 per cent of all agricultural-related child/youth injuries. The majority of fatalities to males occur in crop production whilst fatalities to females occur primarily in livestock rearing.³⁰
- In the USA, children in agriculture have a higher fatality rate than children in other industries. For example, a General Accounting Office study estimated that in 1997, an 116,000 15-17 year-olds worked as hired agricultural workers, about 4 per cent of hired workers in this age range. Yet though only 4 per cent of the hired workforce, they accounted for 25 per cent of the deaths of workers in this age range.³¹
- Another US study for the period 1980 to 1987 on fatal and nonfatal injuries in agriculture to 14-17 year-olds revealed the following data. US agriculture which employed only 3 per cent of all working adolescents was the second most hazardous industry overall, in respect of work-related injury awards, (after manufacturing). Overall, adolescents were injured in farm occupations at a rate of 26.3 per 10,000, but accounted for the highest injury rates among 16-17 year-old workers (67.2/10,000 and 72.3/10,000 respectively). The majority of injuries occurred on dairy farms (39 per cent), on crop-producing farms (37 per cent), and in agricultural services (17 per cent). A high proportion of the adolescent occupational injuries in this period caused permanent disability including lacerations, amputations, fractures, dislocations and multiple injuries.³²

1.5.3 III Health

Most countries draw up a list of diseases that are legally classified as occupational diseases for which compensation may be claimed in certain circumstances and within a particular time limit. Differences in classification systems and the regularity with which the lists are revised determine the evaluation of the incidence and prevalence of certain diseases arising at work around the world.

Again, there is little reliable data on the work-related health problems of child labour, either in childhood or in later adult life. The health and social costs of child labour have been ignored.³³ As a UCW study in Vietnam on the health effects of children's work states, "The health consequences of the bulk of child work – agricultural work – are, at present, largely unknown and require empirical investigation."³⁴

There have been more studies which have reported immediate (acute), traumatic injuries suffered by child labourers who work with, for example, farm machinery, livestock, tractors, etc. Far fewer studies have dealt with the long-term (chronic) effects of agricultural work such as those associated with extended work hours, adverse weather conditions, repetitive work methods and exposure to bacteria, viruses, dusts, and pesticides.

Not all illness or even injury can be immediately diagnosed. Health hazards are often slow acting, cumulative, irreversible and complicated by non-occupational factors like malnutrition. Child labourers may be exposed to certain chemicals in the work environment and not experience the effects for many years, often well into adulthood. Hearing loss, repetitive strain injuries, back injury can all have very long latency periods. Problems are often misdiagnosed. What looks like allergy or flu, for example, might really be the result of handling or inhaling too many chemicals on the job.³⁵

There is no single effect of child labour on health but rather a multitude of effects that vary with the work undertaken, the age of the child and so on. Children may be predisposed to occupational diseases by poor health, characterized by malnutrition, anaemia, fatigue and debilitation from infectious and parasitic diseases. Malnutrition is a significant factor. In a well-nourished child, both susceptibility to infection and severity of illness are significantly lower than in a malnourished child. Poor health in childhood affects later occurrence of illness (morbidity), and can result in reduced life expectancy.

1.6 Difficulties in collecting data and under-reporting

Due to inadequate and heterogeneous recording and notification systems, official data on the incidence of occupational accidents and diseases are imprecise and notoriously underestimated in all sectors of the economy. In the case of agriculture, under-reporting is even more evident.³⁶

As for adult workers in agriculture, obtaining accurate and reliable information/data on the number and types of injuries and work-related illnesses occurring among child workers is fraught with difficulty for a variety of reasons:

- **In most countries, there are no reliable annual statistics regarding fatal and non-fatal occupational injuries and diseases in agriculture because there is no national surveillance system for agricultural workers.** A high-level, government-based USA report³⁷, noting the lack of a national surveillance system in the country, stated that, “In addition to the general limitations of data that are available for both adult and young agricultural workers, in agriculture there are the added difficulties of differentiating bystanders (or casual farm visitors) from workers; inconsistencies in the definitions of work, farm, and child; and the lack of a universal classification scheme for coding agricultural injuries”. The Report concluded that, “the true rate of agricultural work-related childhood fatalities is unknown (in the USA)”.³⁸
- **Unlike most occupational settings, in agriculture the distinction between the home and the workplace is often unclear.** The majority of farms are also family residences and have few outside (i.e. non-family) employees. The proximity of the worksite to the home facilitates having children assist with planned or unscheduled work on the farm. Their easy availability to participate in work makes it difficult to distinguish when children are working rather than doing family chores or simply being present at the workplace but not working.
- **Parents often bring their children to the fields because there is little accessible, affordable day care in rural areas.** Thus infants, toddlers, and young children are exposed to the same workplace hazards as their parents. However, any injuries or illnesses suffered by these infants, toddlers would be unlikely to be recorded in any statistics.
- **Cases of work related ill health are even more difficult to quantify than accidents.** Accidents can be readily identified at the moment they occur, while occupational diseases and disorders require medical diagnosis.
- **Accidents and work-related illnesses of children below the legal working age are not reported and thus are not captured in official statistics.** An IPEC study of child labour in agriculture in Francophone West Africa observed that:

By definition, as children under 14 years of age shouldn't be working, they can't be notified to social security bodies (as these bodies would refuse to register them as workers because they are below the legal age for entry into employment). So any accidents and/or illnesses that they suffer are not reported nor recorded by any official body. The only source of information would be village health centres, which record these work-related accidents and illnesses as domestic or routine illnesses. They are never linked to work. Such a question is never even asked by doctors or nurses.³⁹

1.7 Other sources of information

In the absence of recording systems and statistics, one must also rely on other sources, including:

- **on the ground/field observations** to identify the hazardous nature of certain jobs and tasks and to evaluate the risks to which child workers are exposed;
- **interviews with child workers** as well as with their parents, employers and team leaders, work companions; and
- **studies on adults.** While there are very few studies of child labour in agriculture, one can use as a basis for comparison and extrapolate from adult-based studies where children are doing more or less equivalent work/tasks as adults, bearing in mind, of course, their greater vulnerability, fragility, and that tools and materials are rarely adapted to their size, their body shape or their work capacity.

1.8 Regulation of child labour in agriculture

As an IPEC handbook for parliamentarians on child labour notes, “... elimination of the worst forms of child labour cannot be achieved by legislation alone, but it certainly cannot be achieved without it.”⁴⁰ However, as an ILO report on the health and safety risks to children at work states, “It has to be acknowledged that remarkably little information exists to evaluate the effectiveness of existing legislation in protecting the health and safety of child labourers.”⁴¹

Compared to those working in other economic sectors, many agricultural workers – whatever their age – are only poorly protected by national labour law. As a result, working conditions in this sector remain poor and well below those prevailing in other economic sectors.

In some countries, the agricultural sector is specifically excluded from general labour legislation. The scope of the relevant legislation – a factories act or health and safety regulations, for example – may be limited to industrial enterprises and their workforce. Where it exists, protective safety and health legislation may not be fully applicable to the agriculture sector, may be out of date or may simply not be applied.

1.8.1 Types of law relating to child labour

Almost all countries have incorporated the principle of prohibition of child labour in hazardous conditions in their national legislation. Indeed, the vast majority of the ILO’s 178 member States have ratified Convention No. 182 on the worst forms of child labour. There are three main categories of legislation affecting child workers: 1) compulsory schooling, 2) minimum working age legislation and 3) age restrictions for specific hazardous occupations.

1. Indirect regulation by establishing **compulsory schooling** until a certain age can help keep children out of the workforce prematurely. In Turkey, for example, the raising of the number of years of compulsory education from five to eight in 1997 seems to have played a significant role in reducing child labour of children below 15 years of age. According to the State Institute of Statistics, during the period 1994-1999, the incidence of child labour among underage children (6-14 years) dropped by a half and the age at first labour market entry rose. There was also a drastic fall in the proportion of all children below age 18 engaged in hazardous types of work. Parallel to these developments, national education statistics showed that school enrolment rates of children continued rise in the years afterward with a larger proportion of children continuing to higher levels of schooling.
2. Legislation setting the **minimum age for employment** and regulating permissible hours of work for children of various ages is the most direct means of prohibiting child labour. In many countries, there is a prohibition to engage children below 14 years of age.⁴² Sometimes these laws can distinguish between periods of the year when school is in session and when it is not (see Guidebook 1, for more information on the ILO Minimum Age Convention, 1973 (No. 138)).

Under ILO Convention No. 138, a number of countries permit light work to be carried out at a younger age than the basic minimum age of admission to employment. Such employment can begin at ages as young as 12 years with the stipulation this work must not interfere with the child's education. Light work can, in some instances, include certain agricultural activities, especially harvesting. However, the definition of "light work" is imprecise, and it is often unclear where such work turns into work of a heavier and more dangerous nature.
3. **Regulations, such as age restrictions for hazardous occupations**, have a direct health and safety impact for child labourers as they prohibit or restrict certain occupational activities. In addition to basic minimum age legislation, almost all countries set a higher age limit, or limits below which, hazardous work generally, or work in certain conditions or occupations, or with certain (chemical) agents is prohibited. Many ILO member States have established, or are in the process of establishing, national lists of hazardous child labour as per Article 4 of ILO Convention No. 182 (see Guidebook 1, section 2.3). In addition, the ILO Safety and Health in Agriculture Convention, 2001 (No. 184), Article 16 on young workers states that 16-17 year-olds shall not carry out hazardous work on a regular basis but only as part of training and with proper supervision.

Child labour laws – where they exist – are generally less stringent in agriculture than in other industries. National laws often have exclusions that apply uniquely to children working in agriculture. In many countries, for example, child workers are allowed to operate machinery and drive tractors at a younger age in agriculture than in other sectors. Children may also be excluded from protective legislation because no basic minimum age for admission to employment is specified in this sector. Many countries exclude family undertakings, children working with parents or family members, or subsistence agriculture from national legislation on child labour (see boxes 7 and 8). Yet a large proportion of children may be found – in many cases from 5 years of age upwards – helping their parents.

Box 7: Exemptions in labour regulations for agriculture facilitates the exploitation of children for labour

The ILO Convention concerning the minimum age for admission to employment, 1973 (No. 138) requires the application of legislation to commercial agriculture. It does permit, however, exemptions to be made for “family and small-scale holdings mainly producing food for local consumption and not regularly employing hired workers”. While this exemption may have been included for practical reasons regarding enforcement as much as for any other reason, exemptions of this nature in national legislation have the potential to exclude children working in agriculture from the scope of protective legislation.

Also, the exclusion from national labour legislation of workers on temporary and casual contracts, small enterprises and employees who work for no remuneration may have the potential to exclude children working in agriculture from the ambit of protective legislation.

It is estimated that at least 90 per cent of economically active children in rural areas in developing countries are employed in agriculture. The implication of such figures is clear. If the majority of working children are located in developing countries and a large proportion of these children are employed in agriculture, then the exclusion of agriculture from national legislation represents the exclusion of large numbers of children from coverage by protective legislation.⁴³

Even in countries with a legal framework for addressing child labour, there are often problems of illegal employment of children. One of the consequences of illegal employment of children is that it can increase the levels of hazard to them. As a US report by several leading academics states:

The extreme hazards of illegal employment of children (*in all occupational sectors*) are illustrated by the following calculations: (i) at least 70 per cent of work-related injuries are concentrated in the 1 million (US) children (20 per cent of the (child) workforce) who are employed illegally; (2) the remaining 30 per cent of injuries occur in the 4 million children (80 per cent of the (child) workforce) who are employed under legal conditions; and (3) the risk of injury is therefore almost 10 times greater among children who are employed under illegal conditions (*in all occupational sectors*) than among those working in compliance with the law.⁴⁴

Box 8: US law and child labour in agriculture

Agriculture holds a special place among industries in the USA. It is often treated differently than other industries under federal and state laws and regulations. The child labour laws applied to agriculture are less restrictive than those applied to non-agricultural industries, despite the fact that agriculture is one of the most hazardous industries in the country. Children working on their parents' farms are exempt from many legal protections. They are allowed to perform even those tasks designated as hazardous, which is not the case in non-agricultural work, where children are prohibited from hazardous jobs even if working in their parents' businesses. Farms are also exempted from many health and safety standards under the Occupational Health and Safety Act. Farms and ranches are exempt from the Occupational Health and Safety Act if they employ 10 or fewer employees and do not have temporary labour camps. About 95 per cent of farms in the USA are therefore exempt. Under the Fair Labor Standards Act, all children working on their parents' farms are exempt from limits on hours of work and hazardous conditions which apply to other children working in agriculture.

¹National Research Council of the Institute of Medicine: *Protecting Youth at Work: Health, Safety, and Development of Working Children and Adolescents in the United States*; (Washington DC, National Academy Press, 1998).

Chapter 2:

Specific hazards and risks to child labourers in agriculture

In Chapter 1, the principal issues associated with hazardous child labour were discussed. This chapter provides further technical detail on over 20 specific hazards and risks faced by child labourers in agriculture. These are presented in alphabetical order.



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2.1 Cutting tools

Where manual labour prevails, child workers regularly use *cutting tools* – machetes, knives, scythes, sickles, etc. – to cut crops, hay, weeds, brushwood, and to split open fruit pods. Many injuries are machete related, ranging from minor cuts to the severing of body parts.¹ Repetitive and forceful actions associated with cutting can also harm children's musculoskeletal development.

The machete, or cutlass, is the tool most commonly used by less skilled workers on farms or plantations. Factors that affect both cutting injuries and musculoskeletal damage are the size of the machete, sharpness and cutting frequency. Keeping the machete sharp aids in reducing injuries since with a sharp machete the worker does not have to swing as hard and can maintain better control over the machete. Safety gloves armoured with chain mesh have been developed to provide protection to the hand from machete-related injuries.² In spite of the fact that machetes are so widely used, there is very little easily available safety literature on safer working methods.

Some high-growing fruits pose especial problems and risks when manually harvesting. Oil palm trees are cultivated in vast plantations in tropical regions throughout the world. Oil palm fruits grow in bunches four to five metres above the ground, along thorny leaf fronds, and weigh between 15 to 25 kgs. Men and, sometimes, boys cut down fruit bunches from trees using a *malay*, a long, heavy pole with a knife on the end, or by climbing the trees to harvest the fruit directly. The use of a malay puts considerable strain on the musculoskeletal system.³

2.2 Diseases (biological hazards)

A wide range of diseases can result from agricultural work. The types of disease that pose risks for child and adult agricultural workers are governed by several factors, including:

- the organisms they are exposed to;
- the geographical region in which they live tropical, temperate, etc.;
- the general environment in which they work and live;
- the general health status of the individual; and
- the degree of malnutrition the workers suffer.

Occupational diseases are acute or chronic illnesses arising from the contact with or absorption, ingestion or inhalation of harmful materials and organisms in the workplace and its immediate environment.

Diseases can be contracted through routine contact with animals (a term which also includes insects, mites, parasites, etc.) and animal carcasses, work near livestock houses and stabling areas, and exposure to crop dusts and contaminated plant material, water or soil.

2.2.1 Respiratory diseases

Allergic respiratory diseases

In agriculture, respiratory diseases resulting from the development of allergic reactions to animal or crop dusts, that is, from dusts containing organic matter, are widespread. Plant material usually causes disease by inhalation of very fine vegetable dust into the respiratory tract. Vegetable matter may itself contain biologically active compounds such as histamines and acetylcholine. In addition

to vegetable matter, these dusts may contain biological contaminants such as bacteria or moulds, or even storage mites. Pesticide residues may also be present. Animal material such as feathers or wastes may also cause similar types of diseases to plant materials.

The two main allergic-type respiratory diseases caused by occupational exposure to organic dust particles are occupational asthma and extrinsic allergic alveolitis. In the case of both asthma and alveolitis, once an individual has been sensitized to a particular allergen, specific cellular changes occur so that, after a period of latency, further contact results in an acute allergic reaction. Many allergic sensitizers have a gradual effect that appears only weeks or even years after exposure started (even in adulthood in the case of child labourers). Avoiding serious damage to health means removing the sensitized person from further exposure to the allergen. If exposure is allowed to continue, the respiratory symptoms will become progressively worse, resulting in chronic lung disease, which can become life threatening.

Occupational asthma

Asthma is widespread in agriculture, and farmers and farm workers usually have asthma rates higher than national averages.

Asthma results in attacks of wheezing, chest tightness and breathlessness resulting from constriction of the airways. Exposure to the allergen may cause an immediate health reaction within minutes of exposure or a reaction may develop later on, within 4-24 hours (usually 4-8 hours). In this latter case, the effect of the allergenic dust or fume may not be noticed until the evening of the day of exposure, and therefore perhaps not linked to work.⁴ If not treated, the disease may become chronic, and can even result in death.

The list of potential lung allergens in the agricultural setting includes grain, flour, hops, tobacco dust, beetles, locusts, cockroaches, grain mites, bird feathers, fungi and various wood dusts.⁵ Plants and vegetable products that can cause allergic asthma are bromelain, castor beans and wax, freesia, grain pollen, guar gum, papain, paprika, hops, ipecacuanha, plictic acid, quillaic acid, saponin, and sunflower pollen.⁶

Extrinsic allergic alveolitis (also called hypersensitivity pneumonia)

This respiratory disease is caused by moulds and their spores, which grow on other organic materials, especially under damp conditions (box 9). Alveolitis affects the air sacs in the lungs (the alveoli), technically involving the lowering of gas exchange transfer of oxygen and carbon dioxide across the blood-gas barrier in the lungs. These diseases frequently have acute, influenza-like episodes with breathing difficulties, which, if exposure is continued, lead to sub-acute and chronic pulmonary fibrotic disease.⁷

Box 9: Examples of extrinsic allergic alveolitis

Type	Exposure to	Allergen (causal agent)
Farmer's lung	Mouldy grains, hay, straw	Fungi (<i>Micropolyspora faeni</i> , <i>Thermoactinomyces vulgaris</i>)
Bagassosis	Mouldy sugar cane	Fungi <i>Thermoactinomyces vulgaris</i>
Suberosis	Cork dust	
Wheat disease	Wheat flour	Sitophilus granaries
Bird fancier's lung	Droppings and feathers	Avian protein
Animal handler's lung	Dried flakes of animal skin (dander), dried rodent urine	Serum and urine proteins

Source: WHO Prevention and Control Exchange (PACE): *Airborne Dust: Hazard Prevention and Control in the Work Environment* (Geneva, WHO/SDE/OEH, 1999), Chapter 2-1, Table 2-I.

Other respiratory disease/disorders in agriculture

Certain dusts, which include vegetable dusts and dusts of some pesticides also have irritant effects upon the upper respiratory tract (the trachea, etc.) and can produce **chronic bronchitis** from continuous irritation, which can lead to **chronic emphysema** (breathlessness due to the air sacs in the lungs, the alveoli, being damaged and enlarged).

Exposures to heavy concentrations of micro organism-contaminated organic dusts may also lead to **organic dust toxic syndrome**. This syndrome occurs without prior sensitization as is the case with extrinsic allergic alveolitis. An example of this condition is grain fever due to exposure to stored grain dust. The epidemiology of the syndrome is not well defined.⁸

Many dusts are confirmed cancer-causing agents (carcinogens). For example, exposure to asbestos dust, particularly crocidolite (blue asbestos), has been linked to two types of cancer – lung cancer and mesothelioma. Asbestos exposures are clearly linked to occupations like building maintenance, an activity that is regularly found on farms and plantations. Certain wood dusts have been recognized as causing nasal cancer.

Inhalation of particles containing fungi, viral or bacterial pathogens may also play a role in the transmission of infectious diseases.

There is also a risk of fire and explosion with some dusts such as flour dust.

2.2.2 Skin diseases

The most common type of agriculture-related skin disease is **irritant contact dermatitis**. Acute contact dermatitis is characterized by skin reddening (erythema), swelling (oedema), pimples (papules), vesicles or blisters. It is especially localised on the hands, wrists and forearms. The chronic form can have deep fissures, thickening and hardening of

the skin (lichenification), and severe dryness (xerosis). It can be incapacitating and even irreversible.⁹

Irritant contact dermatitis can be caused by a number of substances, including among others crop dust, vegetable and bulb plants, animal feeds, pesticides, motor/machinery oil and grease, and degreasing solvents.

Allergic contact dermatitis is a reaction to exposures to sensitizers in certain flowers produced in ornamental floriculture; chrome contained in rubber boots or gloves; veterinary antibiotics; pesticides¹⁰; disinfectants and soaps. In vegetable production, for example, artichoke, brussel sprouts, cabbage, celery, chicory, chive, endive, garlic, horseradish, leek, lettuce, okra, onion, parsley and parsnip have been reported to contain vegetable allergens and to sensitize vegetable workers.¹¹

Other skin diseases include photo-contact, sun-induced, heat-induced, arthropod-induced¹² **dermatoses**. Certain photosensitive substances, such as mineral oils and greases and antibiotics, can produce acute inflammatory cutaneous lesions (including acne) when the skin is exposed to the sun. Dry chemical fertilizer can draw out moisture from the skin and cause burns.

Fungal infections may be directly contracted from infected animals or developed in areas of skin maceration. This maceration results from humidity and heat, contact with sugar from fruit, and excessive perspiration due to the use of waterproof clothing such as rubber boots and gloves. Such lesions are often difficult to treat, take a long time to cure and are contagious.

Bites, scratches, stings and thorn punctures can also damage the skin, and may also be ways of disease getting into the body. Skin abrasions or wounds can become infected if not cared for and treated. They increase the likelihood exposure to diseases such as tetanus, which can only enter the body through a wound.

The skin can also be a medium for absorbing harmful substances into the body. Tobacco harvesters can suffer from **green tobacco sickness** when working with damp tobacco leaves. Water from rain or dew on the tobacco leaves probably dissolves nicotine – an acute poison – facilitating its absorption through the skin. The symptoms are headache, pallor, nausea, vomiting and prostrations.¹³

2.2.3 Diseases transmitted by animals to humans (zoonoses)

Infectious diseases transmitted to humans by contact with domestic or wild animals in agricultural work constitute a serious health problem, especially in developing countries. A disease transmitted from animals to humans is called a zoonosis. Zoonoses include some of the most widespread and serious diseases in the world. They also include diseases which are not directly transmissible between animals and humans but have a common, inanimate reservoir such as soil (paprozoonoses), an example of which is tetanus.

Diseases originating from animals are often unnoticed, either because animals themselves do not develop the illness, only acting as carriers/vectors, or because there is a long interval before symptoms begin to appear in humans.

Contamination can occur through direct contact with the animal, with substances derived from it (such as hair, meat, carcasses, bones, and the products of rejection, abortion or slaughter), or contact with contaminated environments. These illnesses can be extremely serious in humans, and their treatment and care lengthy, costly and burdensome.

The main categories of zoonoses include:

- **bacteria:** e.g. anthrax, brucellosis (undulant fever), erysipelas, leptospirosis, tetanus, tuberculosis, typhoid, wound sepsis;
- **chlamydiae and rickettsiae:** e.g. ehrlichiosis, Q fever, tick-borne rickettsiosis;
- **fungi:** e.g. candidiasis and dermatophytosis of the skin and mucous membranes, coccidiomycosis, histoplasmosis, tinea (ringworm);
- **helminths:** diseases are caused by intestinal worms, e.g. ankylostomiasis (hookworm disease); roundworms (filariasis, etc.) These diseases are not directly linked to occupation but are often prevalent in agricultural production areas in tropical zones;¹⁴
- **protozoa:** e.g. malaria, yellow fever, kala-azar (leishmaniasis), sleeping sickness (trypanosomiasis), and river blindness (onchocercosis);
- **viruses:** e.g. viral hepatitis, Newcastle virus disease (poultry), rabies.

2.3 Drug addiction and agricultural child labour

Drug addiction among agricultural labourers linked to the strenuous nature of their work may be an under-recognized problem as the following examples of methamphetamine abuse in Cambodia and khat chewing in the Middle East and Africa illustrate.

Based on interviews with agricultural workers, an article in the Cambodia Daily newspaper reported that roughly 80 per cent of adult farm labourers and an unknown number of child farm labourers in the Battambang districts of Phnom Prek and Sampov Loun, Cambodia smoke **methamphetamine**¹⁵, or yaba, to increase their working ability on agro-industry farms.¹⁶ Senior Cambodian anti-drug officials said that there are strong indications to suggest that the majority of labourers who toil on the large agricultural farms in north-western Cambodia use this illegal drug.

The article described how young workers abuse this dangerous drug:

Tipping the [methamphetamine] powder into the bottom of an empty plastic water bottle, Sao Sony, a 14-year-old [farm labourer] pursed his lips around a straw protruding from its neck. A friend of the same age would hold a cigarette

lighter beneath the bottle, allowing him to draw the milky-coloured smoke into his lungs, before the friend did the same. The hit gave Sao Sony a sense of euphoric confidence and a drug-enhanced rush of physical energy that helped him labour through the day to support his family

IPEC reports have shown child labour to be involved in **khat** production, and there is evidence that many of these children also become users. Khat is a natural stimulant from small tree native to East Africa and Southern Arabia. Khat leaves contain a number of chemicals among which are two controlled substances – cathinone and cathine – according to US law. Chewed in moderation, khat alleviates fatigue and reduces appetite. Compulsive use may result in manic behaviour with grandiose delusions or in a paranoid type of illness, sometimes accompanied by hallucinations. It is used in Arabia, the Congo, Ethiopia, Kenya, Malawi, Tanzania, South Africa, Uganda, Zambia and Zimbabwe. It is also brought from source countries to the USA and other countries for use by emigrants.¹⁷

2.4 Dusts

Agricultural workers are exposed to a wide variety of animal and crop dusts, fibres, mists, fumes, gases and micro-organisms, which can cause respiratory and/or skin or eye problems. The health effects of dusts are discussed in section 2.2 on diseases.

Much of the dust that creates health problems is invisible to the naked eye. For example, minute particles of crop and livestock dust that penetrate deep into the lungs can be as small as 7-8 microns in diameter (a micron is one-thousandth of a millimetre). By way of comparison, the average width of a single strand of human hair is 100-150 microns.

2.5 Ergonomic hazards

IPEC's position is that tools should not be better designed or work posts better adapted for child workers, as such developments would signal of the recognition of child work, a de facto legitimization of child labour.

Ergonomics is the study of work in relation to the workplace environment and the workers who perform it. It is used to determine how the workplace can be designed or adapted to the worker in order to prevent a variety of health problems and increase efficiency – in other words, to make the job fit the worker, instead of forcing the worker to conform to the job. It is a broad science encompassing the wide variety of working conditions that can affect worker comfort and health, including factors such as:

- lighting and temperature;
- noise and vibration;
- tool, machine and workstation design;
- footwear and protective equipment; and



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- work organization and job design, including factors such as shift work, rest breaks and meals.

Without the application of ergonomic principles, tools, machines, equipment and workstations are often designed without due consideration given to the fact that people are of different heights, shapes and sizes, and they have different levels of strength. Women workers have suffered particularly in this regard. Similarly, there are mismatches between the size of adolescents and the dimension of equipment or machinery designed for adults. Traditional agricultural tools and methods in particular require high human energy input.

Children's safety and health problems arise because their physical proportions, working capacity and limitations are not taken into consideration in designing work methods, tools and

equipment. Therefore, they are more at risk of being injured. Children using hand tools designed for adults run a higher risk of fatigue and injury. When personal protective equipment does not fit children, they have to work without it or use alternative devices, such as handkerchiefs to cover their nose and mouth, which do not provide protection. In heavy work, including the carrying of heavy loads, excessive stress may be placed on the bones and may result in skeletal damage.

2.6 Extreme temperatures and climatic conditions

Agricultural work involves extremes of temperature and climatic conditions. Child labourers may be exposed to hot, humid work in tropical areas or in temperate zones in the summer. Heat stroke and excessive sun exposure are hazards in these circumstances. Conversely, children may be exposed to cold, wet conditions in temperate zones and even in tropical zones at altitude, such as tea-growing estates.

Heat causes a dilation of superficial blood vessels and thus dehydration through excessive perspiration (sometimes rendered more severe by excessively protective and waterproof clothing), as well as leg oedemas, cramps, fainting, exhaustion. It also facilitates poisoning

through cutaneous absorption and the spread of pesticides inside the organism.

Heat stress is greater in children because their sweat glands are developing and the same moderately low environmental temperature will cause an increase in the consumption of oxygen of the child before that of the adult. As the child grows and becomes more active, muscular activity plays a more important part than temperature in oxygen consumption.¹⁸ However, a US study in part questions this assumption, by stating that, “It is well known that young children are more vulnerable to heat-related illnesses than adults; however, whether older children and adolescents are also more vulnerable than adults is not known”.¹⁹

Studies on the effect of heat exposure on workers’ health have shown that temperatures that differ even minimally from the comfort zone tend to increase the risk of accidents.

Exposure to the sun can also cause burning, diffuse redness on the exposed parts of the skin, associated with cutaneous atrophy which may lead to localized thickenings after several years and varying degrees of sunstroke. Long-term exposure to the sun can lead to premature ageing of the skin and increased likelihood of skin cancers.²⁰

Low temperatures and lack of warm dry clothing can result in frost nip, chilblains and even frostbite and hypothermia in more extreme conditions. Working in cold and wet/rainy working conditions also increases the risk of respiratory infections. Working in humid/wet conditions, whether hot or cold, can also result in foot rots. An IPEC rapid assessment study of tea estates in Lushoto and Rungwe districts of Tanzania found that child labourers were working without any warm clothing, raincoats or boots to protect them against the rain, cold weather, the terrain or snake bites. Without boots, they also suffered leg injuries from thorns and protruding tea stumps.²¹

The negative effects of long hours of work may also be increased by the effect of extreme climatic conditions.

2.7 Falling objects

Falling objects pose a serious risk on farms and plantations. These include, among others, branches or fruit, especially when the fruit is being cut while children are standing under the trees, and stacked bales or containers. Oil-palm fruit harvesting, for example, presents this type of hazard. Oil palm trees are cultivated in vast plantations in tropical regions throughout the world. Oil palm fruits grow in large bunches 4 to 5 metres above the ground along thorny leaf fronds. Men and often boys use a cutting tool on a long pole to harvest them and risk being hit by the falling bunches, which are made up of thousands of oval-shaped fruits and weigh between 15 and 25 kilograms.²²

2.8 Falls

Falls may occur from heights or on the same level, or even into wells/pits. Falls from the same level occur from slippery surfaces, uneven ground, poor lighting, tripping over objects or being pushed by a moving object.

One of the most common causes of accidents is falling from ladders or working platforms. In the case of bins, silos, barns and other storage structures, falls from heights most often occur from and in storage structures. The causes are unguarded roofs, floor openings, stairways, lofts and shafts, and climbing ladders or standing on raised work areas such as an unprotected platform. Falls from height may also result from climbing on or off the transportation unit (for example, wagons, carts and tractors) or climbing trees to harvest fruit.

Between 1996 and 2000, the Bureau of Workers Compensation in the American state of West Virginia received 14,093 compensation claims from workers aged 19 years of age or less. Analysing 2,000 of these claims, the study found that 270 claims in children were injuries serious enough to require surgery. Falls were the main type of injury. Proportionately, fingers (1.70x) and hands (1.64x, 1.6 to 1.7) were injured in children. Lacerations (3.4x), fractures (1.4x), and amputations (3.75x) frequently resulted in general anaesthetic procedures. Services, manufacturing, construction, and agriculture were the main injury-related occupations in children.²³

In an example from Indonesia, an IPEC-funded report on child labour in tobacco production noted that:



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The riskiest job for the child worker in the sheds is when they have to hang the tobacco leaves on the poles because they are required to climb unstable bamboo pillars reaching between 3 - 10 meters high. To make things worse the sheds are poorly constructed because they are only made of bamboo which easily decays and the poles are lashed together with whatever wire there is around. Many sheds deteriorate before they are a year old. Most of the hanging is performed by adults, or fathers of the child workers, but still the boys often climb up to follow their fathers. Most of the boys here are over 15 years old and boys below this age are forbidden by their fathers to climb in the sheds.²⁴

On these Indonesian tobacco plantations, falling into wells is also a work hazard. Wells are dug in every contracted plot of land to ensure a source of water for irrigating the tobacco. Most of the wells are open and therefore pose a risk to child workers when they draw water or approach them.²⁵



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2.9 Farm machinery, including tractor accidents

Powerful and high-speed machinery is commonly used in agriculture. Many workers – child or adult – do not realize just how powerful machines are in comparison to their own force, nor do they fully comprehend how fast the machines are. A quick pull away action of a human arm normally generates less than 1 horsepower or even less. A small 16 horsepower machine such as a walk-behind mower may have 20-40 times more power to pull a person into the machine than the person can generate pulling away. A medium-sized machine operating at 40-60 horsepower will have hundreds of times more power than a person.²⁶ The following examples from the UK illustrate several types of accidents involving children and farm machinery that had dramatic consequences.²⁷ Box 10 provides some statistics on machinery accidents involving children in Bangladesh.

Contact with machinery

- A 9-year-old boy was pulled feet first into a forage harvester losing a leg. He had been left unsupervised near the stationary machine.

Young people working without adequate training or supervision

- A 14-year-old schoolboy had his hand trapped inside a grass baling machine.

Children working unsupervised

- A 14-year-old child suffered serious head injuries when struck by the forks of a materials handler.

Box 10: Farm machinery accidents involving children in Bangladesh

Bangladesh is a primarily rural country and most children live in homes where the main occupation is farming. For children in these homes, working to help grow, harvest, transport or sell farm products is a normal, everyday role from the earliest days of childhood. In these circumstances, they are exposed to farm machinery and tools that often result in devastating injuries. About 50 children a day are injured by machines, and three of them are injured so severely that they become permanently disabled. The issue of farm machine injury is a serious one, as rural children have machine-injury rates that are twice that of urban children. Male children had machine-injury rates approximately twice those of females in the early age groups (1-4 and 5-9). In the older age groups (10-14 and 15-17) the difference girls and boys was five-fold, reflecting the difference in gender roles in adolescence, with boys increasingly exposed to farm machinery, and girls working in the kitchen and inside.²⁸

Common machinery hazards involve pinch points, wrap points, pull-in points, shear/cutting points, free-wheeling parts, thrown objects, stored energy, burn points, and excessive noise that induces hearing loss.²⁹ For powertake-off accidents (wrap/pull-in points), see “tractor accidents” below.

Machinery safety is largely a matter of keeping the original guards and shields in place, replacing them in position immediately after machinery repairs or maintenance, and promptly replacing damaged ones.

Tractor accidents

Farm tractors have many characteristics that result in them being the most important piece of power equipment on the farm. The most serious hazards associated with tractor operations include **overturns, run-overs, and power take-off (PTO) entanglement**.

Tractor **overturns** fatally injure far more victims than any other type of accident. There are two principal types of overturn: rearward and toppling over sideways.

1. **Rearward overturns:** A tractor with its rear wheels turning at only 2 miles per hour (3 kph) will be vertical in 1 second if the object it is pulling resists movement. An inexperienced driver may need as much as 1.5 seconds to decide on and carry out remedial action. A chain or a towrope hitched to high could cause a rearward overturn of the towing tractor even on level ground.

In an example from Zimbabwe, the wheels of a tractor, which had been standing overnight, had become bogged down in the mud. The following morning, a 12-year-old boy started the tractor, revved up the engine to free the wheels, trying to move in a forward direction (when the safe procedure would have been to try to reverse out). The wheels remained stuck, that is, resisted movement, and the tractor reared up on its front wheels and overturned backwards, fatally crushing the boy beneath it.³⁰

2. **Toppling over sideways:** Driving near ditches or banks especially when turning is another common source of tractor overturns, as

is working on steep slopes, especially if these are slippery, e.g. grass covered, frozen, etc.

The most important safety device for a tractor is a rollover protective structure – a bar or cab.

There are three basic types of **run-over** incidents:³¹

3. **Extra rider accidents:** There is no safe location for an extra person on a tractor, yet the practice of taking extra riders is very common as a means of saving time, for convenience or baby-sitting. Safety experts and tractor manufacturers strongly recommend against an operator carrying an extra rider for any reason.³²

In an example from the UK, a schoolboy was riding on the drawbar of a tractor/trailer combination when he fell off and was run over by the trailer nearside wheel. He died of internal injuries.³³

4. **Accidents due to falling off the tractor or starting it from the ground:** It is a common practice for tractor drivers to start the engine from the ground, operating the tip control from there. For reasons such as a faulty handbrake, the tractor may often move and can trap/crush the operator.³⁴
5. **Person on the ground is run over:** Climbing onto or off farm trailers whilst still in motion, and falling beneath the trailers wheels and being crushed, is another common type of run-over accident. Forklift trucks are another common source of knock down and/or run-over accidents on farms and plantations.

The tractor's **power take-off (PTO)** stub shaft transfers power between the tractor and the PTO-powered machinery. Power transfer is accomplished by connecting a detachable drive shaft from the tractor's PTO stub to the machinery. The PTO stub and drive normally rotate at circa 540 rpm (9 times/second) or 1,000 rpm (16.7 times/second) when operating at full-recommended speed.³⁵ Most accidents or incidents involving PTOs stem from clothing suddenly caught by an engaged but unguarded PTO stub or shaft, or when feeding crop material into machinery intakes.

When a machine is running at the fully recommended PTO speed, crop material moves into the machine intake at approximately 3.7 metres/second. If a worker is holding onto crop material as it begins entry into the machine, she or he is usually unable to let go quickly enough to release the material before being pulled into the machine. In 0.3 seconds, the worker will be pulled 1.1m into the machine. This situation often happens when the crop material plugs the intake point of the machine and the worker attempts to unplug it with the PTO engaged. A master shield over the PTO stub, and PTO guards on each detachable PTO drive shaft protect against entanglement.³⁶

In the UK, a 13-year-old boy became entangled on an unguarded power take off shaft. He was one of two young people milling grain

and shovelling it into bags. The farmer's son was looking for some string to tie the bags and as he approached the machine he somehow became entangled and wrapped around the PTO shaft. The other boy realized what had happened and leant into the tractor to disengage the PTO. The child's left hand was amputated and he subsequently lost his left lower leg, below the knee. He also received trunk and head injuries.

Also in the UK, an 11-year-old boy was operating the suction control lever of a slurry tanker when his clothing was caught on the unguarded power take-off shaft. He received multiple injuries.³⁷

2.10 HIV/AIDS

AIDS (Acquired Immuno Deficiency Syndrome) is a disease caused by destruction of the immune system by a virus called HIV (human immunodeficiency virus). This disease is creating new threats and challenges in respect of elimination of child labour which policy-makers will have to address in order come up with new preventive measures and solutions.

Child labourers in agriculture are often at direct risk of infection from HIV. Through their vulnerability to sexual exploitation/harassment they can be victims and can also fuel the spread of the disease. Poor conditions of work and low wages have driven many workers into behavioural patterns that increase the risk of infection and transmission of the disease, such as involvement in commercial sex, and sexual favours.

A series of IPEC studies on child labour and HIV/AIDS in selected African countries³⁸ found that once in the labour force, children are vulnerable to HIV infection or the consequences of infection. Children working alongside a parent appear least likely to be sexually exploited. However, there were plenty of examples of working conditions where physical threats and harassment were common, particularly for girls and younger children, with an over-arching potential for sexual assault or manipulation.

The other main consequence is that HIV/AIDS may result in increased use of child labour, especially in those developing countries particularly affected by the disease. To date little research has been carried out to correlate rises in child labour and HIV/AIDS in developing countries; however, IPEC rapid assessment studies in Africa suggest that HIV/AIDS is among the major causes of child labour in that region.³⁹

Increased use of child labour due to HIV/AIDS can come about in a variety of ways:

- **Children can be used to fill jobs previously undertaken by adult agricultural workers who have died of AIDS.** By 2010, in sub-Saharan Africa, for example, the total labour force – which is predominantly in agriculture in nature – is expected to have shrunk by 9 per cent due to HIV/AIDS losses. So there is

growing pressure to use children to fill the gaps in the workforce. All the more so as they can be paid lower wages, which will be a significant economic factor given that another consequence of AIDS is rising labour costs due to labour shortages.

- **When parents develop AIDS, children, particularly older ones, often get pushed into the labour market.** When an adult in a family becomes ill with AIDS-related illnesses, children, especially girls, are likely to have to take on more household tasks, or seek income generating work to make up for lost income and help pay for medical expenses. It is probable that at least one child in the household will have to leave school.

When a parent dies of the disease, especially the “breadwinner”, pressure on children in the household to work increases. When both parents die, older children are forced to become heads of households and look after younger brothers and sisters.

The number of AIDS orphans with no family is growing. Many of them end up living and working on farms/plantations as their sole means of survival. These orphans may have to work in agriculture to cover the cost of their remaining on a farm or plantation and to pay school fees. One issue that policy-makers will have to address in such situations is how to avoid the very real dangers that these children will be exploited and at risk from poor safety and health standards.

Findings from the IPEC rapid assessment study in Zimbabwe indicated a high correlation between orphanhood and child labour. Within this rapid assessment sample, 98 per cent of the children were orphans and 84 per cent were working. It remained to show whether there had been a high incidence of HIV/AIDS among the orphans’ deceased parents.⁴⁰

2.11 Lack of childcare facilities

Child labour is also a childcare issue. Parents bring their children to the fields because day care in rural areas either not available or little accessible or affordable. Thus infants, toddlers, and young children are exposed to the same workplace hazards as their parents.⁴¹

An NGO report on US agriculture notes that, “Ironically, in some areas where day care centres do exist, they are located immediately adjacent to fields and are readily contaminated with over-spray from pesticide applications”.⁴²

2.12 Livestock

Agricultural child labourers working with livestock are frequently injured by being bitten, butted, jostled, stamped on, gored or trampled. Animals do not need to be aggressive to cause serious harm or even kill a child. The dangers of mature cattle and horses are



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obvious, but sheep and pigs can also cause serious injury, often when apparently playful.⁴³

Child labourers herd farm animals, water them and milk them. Draught animals such as horses, donkeys, mules and oxen are used for dragging or carrying loads. These animals can injure workers by biting or kicking.⁴⁴

A US study for the period 1980-87 on fatal and nonfatal injuries to 14-17 year-olds found that while US agriculture employed only 3 per cent of all working adolescents, it was the second most hazardous industry overall in respect of work-related injuries, (after manufacturing) and accounted for the highest injury rates among 16-17 year-old workers. In agriculture, the majority of injuries occurred on dairy farms (39 per cent).⁴⁵

A survey of 26,000 farm households was conducted for the National Institute for Occupational Safety and Health by the United States Department of Agriculture in 1998. The survey results estimated that there were 6,438 animal related on-farm injuries to youth (younger than 20 years of age) in 1998, 69 per cent of which were work related.⁴⁶

A report on child injury in Bangladesh estimated that each year some 59,000 children in rural areas are injured by being bitten, stepped on, butted, gored or kicked by livestock.⁴⁷

Children in pastoral communities may spend many months as shepherds/herders in remote, isolated areas looking after the herds. Herders are one of the most widespread categories of child worker in Africa. One of their principal tasks is to water their animals. When the well is deep (40 to 50 metres), water must be drawn up with the help

of a team of animals. The child worker must lead the team to the end of the pumping track and then lead it back to the well often at a run. Assuming a well depth of 40 metres and a container averaging 30 litres, the child worker has to travel 27 kilometres back and forth in order to water a herd of 200 camels.⁴⁸

2.13 Long hours of work, fatigue and sleep needs of adolescents

Long hours of work are a serious hazard for child agricultural workers: too many children work too many hours. In agriculture, dawn to dusk is too often a typical working day, and the need for rest periods and holidays is generally ignored. Excessive working hours have a direct impact in terms of health and growth, with long-term consequences in some cases, including chronic fatigue syndrome (see box 11).

Child workers of all ages may be particularly susceptible to fatigue due to physiological changes that cause them to require more sleep.⁴⁹ It is now widely recognized that adolescents may actually need as much or more sleep than younger children. Sleep laboratory research has found that the amount of sleep needed by adolescents does not decrease significantly between the ages of 10 and 18 but remains at about 9.5 hours per night.⁵⁰

Fatigue or drowsiness associated with extended work hours may also lead to poor judgement in performing duties, including the temptation to take dangerous shortcuts. Some work schedules, such as those involving long or unusually late or early hours, may contribute to fatigue in child workers, and fatigue is associated with an increased likelihood of injury.⁵¹ There is also evidence that insufficient sleep is associated with moodiness, irritability and difficulty in modulating impulses and emotions.⁵²

Long hours of work and associated drowsiness can interfere with schooling and education. Even if a child attends school, she/he may not be able to concentrate or participate fully due to being tired. US research findings indicate that working more than 20 hours a week during the school year can negatively affect student achievement to a significant degree. US National Agricultural Workers Survey data show, however, that many children in agriculture in the US work 35 hours a week or more. Although some of these work hours might be during the summer, peak demand periods for agricultural work also take place during the fall and spring when the school year begins and ends.⁵³

Box 11: Chronic fatigue syndrome

Chronic fatigue syndrome (CFS) is a complex illness characterized by debilitating fatigue and numerous somatic complaints persisting for months or years. The illness has been described as occurring in epidemics or as isolated cases, and the cause or causes are unknown. In 1988, the US Centre for Disease Research published diagnostic criteria and suggested the term, chronic fatigue syndrome. Children can develop CFS though scientific reviews are less frequent than for adults.

There are many well-documented examples of child labourers working long hours, especially during busy periods like harvesting and planting:

- An IPEC Rapid Assessment study of child labour in tobacco and cotton growing in Kazakhstan⁵⁴ found that the average length of the working day for child labourers was:
 - in tobacco growing
 - under 10 years of age - about 5 hours (35 hours a week);
 - 11-15 year-olds - 6 hours (42 hours a week);
 - 16-17 year-olds - 8 hours (56 hours a week).
 - in cotton production
 - under 10 years of age - about 8 hours (56 hours a week), with a maximum of 10 hours a day (70 hours per week);
 - 11 years of age and over - 10 hours a day (70 hours a week) and up to 12 hours a day (84 hours a week).

The working day for child labourers studied exceeded the limits laid down by Kazakhstan national labour law by 2-3 times.

- A US Department of Labor report on child labour in sugar cane production in Brazil found that over 40 per cent of the children worked more than 40 hours per week. On one plantation, children woke up at 04:00 and went to work without eating breakfast. They carried candles with them so they could work in the pre-dawn hours.⁵⁵
- An IPEC rapid assessment study of sugar cane production in Bolivia revealed that children routinely worked for up to 12 hours per day. The long working hours were compounded by the travelling time to and from the fields.⁵⁶
- An IPEC rapid assessment study in 2001 of tobacco growing in Iringa and Urambo districts, Tanzania, found that child labourers regularly worked from eight to 14 hours a day, with shifts of 18 to 20 hours during harvest time as they worked in the fields during the day and in the barns curing tobacco throughout the night.⁵⁷
- An IPEC-UNICEF-World Bank study examined the impact of hours of work and child health in a variety of occupational sectors in Cambodia, Brazil and Bangladesh. The report found that, based on estimation results, the number of hours worked exerted a significant effect on the probability of negative health outcomes for children in the three countries. The study found that, “each hour of work performed during a week adds about 0.3 percentage points to the probability of falling ill in Cambodia, 0.2 percentage points in Bangladesh, and 0.1 percentage points in Brazil. This implies that in Cambodia, for example, a child working eight hours a day for six days a week has a probability of a bad health episode 8 percentage points

higher than a child working for four hours a day. Similarly, a child working eight hours a day for six days a week in Bangladesh and Brazil faces a 5 percentage point and a 3 percentage point higher risk of injury respectively than a child working six days a week for four hours per day.”⁵⁸

2.14 Malnutrition due to poverty

Malnutrition is the largest contributor to disease in the world. It is directly or indirectly associated with 50 per cent of all child mortality. Childhood and maternal underweight alone are responsible for 138 million disability adjusted life years (DALYs) lost or 9.5 per cent of the global burden of disease.⁵⁹ Malnutrition is also part of the cycle of poverty, escape from which is extremely difficult. There is evidence that chronically undernourished farm children grow up to become chronically undernourished adult farm workers.⁶⁰

Malnutrition weakens resistance to infections. Malnutrition, hot and humid weather, and endemic diseases are all contributing factors to the capabilities and performance of agricultural workers. Another consequence may be stunting – small physical size in relation to age – in rural child workers. Stunting is a process that begins in infancy and is a result of the dual impact of under-nutrition and infection.⁶¹ A 2003 study on farm workers in South Africa highlights the problem:

Farm work in South Africa is remarkable for the closed nature of the sector. Farm workers tend to move from one farm to the next but stay within the same social stratum. Relatively few children of farm workers manage to leave the sector, precisely because of the inadequate educational infrastructure in rural farming areas, and poor social circumstances, manifested in levels of childhood stunting of the order of 30 per cent.⁶²

Malnutrition also reduces mental capacity. Malnourished children are less likely to enrol in school or more likely to enrol later. Hunger and malnutrition reduce school performance. According to the WHO, better-nourished girls are more likely to stay in school and to have more control over future choices.⁶³

2.15 Noise

Continuous exposure to high levels of noise at work can cause permanent hearing problems and damage. The main factors involved are:

- the noise level, which is based on measuring sound intensity and frequency (Measurements are made in units called decibels. The “A weighted decibel scale” or dB(A) is generally used, as this measures sound frequencies that have most effect on the human ear);
- the amount of daily exposure to noise and over how many years.

Repeated noise levels of 80 dB(A) upwards can result in risk of permanent hearing damage. As a guide, if you cannot hear a normal conversation clearly when you are two metres away from the speaker,

the noise level is likely to be around 85dB(A) or higher. If you cannot hear someone clearly when you are about one metre away, the level is likely to be around 90dB(A) or higher.

Types of hearing damage from repeated exposure to excessive noise are:

- **“Peak” type of noise hearing damage:** The level of noise may be so great that there is a risk of instantaneous and permanent hearing damage, such as when using cartridge operated tools or guns.
- **Temporary hearing loss:** This is most noticeable when starting on a noisy job. Recovery from temporary hearing loss usually takes a few hours, or at most a couple of days if the noise exposure has been severe.
- **Permanent noise-induced hearing loss:** People working in conditions noisy enough to induce temporary hearing loss can expect to suffer permanent damage after about ten years of such exposure. The disorder does *not* generally result in total deafness. The main consequence is the inability to understand speech in normal conditions. Hearing loss cuts its victim off from other people, social interaction becomes more and more of a strain, and family life becomes difficult.
- **Tinnitus:** Is a disturbing “ringing in the ear” which is actually the echo of our own hearing mechanism. Tinnitus usually persists all the time and is especially troublesome at night when it can prevent sleep. In people with normal hearing, it gets drowned out, but as deafness sets in, the echo becomes tormenting.
- **Stress:** High noise levels can result in stress and contribute to cardiovascular, circulatory problems and digestive problems; psychological disturbances and symptoms such as nervousness or sleeplessness; reduced work performance; and can provoke annoyance responses and changes in social behaviour in those inflicted.

Studies on noise exposure among young and adult workers have found that young workers are more susceptible to noise-induced hearing loss than adults. Noise exposure limits set for adults would *not* be adequate for children.⁶⁴

For example, audiometric testing of vocational agricultural students in Wisconsin, USA found that 57 per cent of the students who lived and worked on farms had noise-induced hearing loss, a condition found in only 33 per cent of students who had little or no farm experience.⁶⁵



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2.16 Pesticides and other chemicals in agriculture

The main categories of chemical substances used in agriculture are pesticides, chemical fertilizers, veterinary products and general commodity chemicals.

2.16.1 Pesticides

Pesticides are widely used in agriculture and to control organisms carrying diseases (vectors) and have extensive home, school, amenity and industrial uses. Many leaflets and books talk of fungicides, herbicides, insecticides, and the other classes of pesticides as though they were separate categories of chemicals when, in fact, they are *all* pesticides.⁶⁶ Pesticides are often referred to by other names, such as agrochemicals, crop protection products or plant protection products.

Poisoning and contamination from pesticides is one the main health and safety risks that child labourers face. They can be exposed through opening/handling pesticide containers; diluting, mixing and applying the substances; being contaminated by spray drift when working too close to fields being sprayed; contamination from acting as field markers for aerial spraying; contact with residues on plant leaves or on the soil surface, especially if working barefooted and/or if re-entry periods are ignored (see box 13); and eating and drinking in the field with unwashed, pesticide-contaminated hands.

Pesticide-contaminated water may also be used for drinking, bathing, cooking, or even washing clothes. Furthermore, many of the pesticides used in agriculture in developing countries are banned or severely restricted in industrialized countries.⁶⁷

Health effects of pesticides include:

Acute poisoning from pesticide exposure

Acute poisoning symptoms can range from mild to severe, depending on the pesticide involved and the degree of exposure. Symptoms include skin, eye and lung irritation, breathing difficulties, nausea, vomiting, loss of consciousness, sensory perception problems, heart symptoms, etc. Exposure may be fatal, though generally those poisoned will recover following medical treatment and recuperation.

Long-term, chronic health effects

A number of delayed health problems have been associated with pesticides. Chronic harm from pesticides should not be underestimated because it is often not visible or obvious, especially when health problems, resulting from childhood exposure may only become evident in later life. Chronic health damage cannot be reversed and its effects include:

- **Reproduction:** Certain pesticides have been linked to reproductive problems such as birth defects, spontaneous abortions, stillbirths, lower birth weights and early neonatal deaths.
- **Cancers:** Cancers in children including leukaemia, sarcomas, lymphoma and brain cancer have been associated with parents or homes that have been exposed to pesticides.⁶⁸ People may face an increased risk of developing cancer during their lifetime if they have been exposed to cancer-causing substances (carcinogens) in their childhood.⁶⁹
- **Neuro-toxicological and neuro-behavioural effects:** Impaired development of the nervous system can cause lowered intelligence and behavioural abnormalities. However, there is a lack of studies on neuro-behavioural effects.
- **Immunological effects:** A weakened immune system, particularly in growing children, exacerbates the risk of infectious disease and cancer, thus increasing mortality rates.⁷⁰
- **Endocrine disruption:** The endocrine system and the hormones it generates and controls is critical to healthy growth and development, especially sexual differentiation, in humans and animals. Many currently used pesticides are now known to disrupt hormonal function in animals. At very low concentrations, these pesticides are able to mimic or block hormones or trigger inappropriate hormonal activity. As the endocrine system is nearly identical in animals and humans, there is a growing concern that exposure to pesticides may permanently alter normal growth and development of the foetus and the child.

Other chronic health effects may include chronic dermatitis, fatigue, headaches, sleep disturbances, anxiety, memory problems, blood disorders, abnormalities in liver and kidney function, and mutagenic effects.⁷¹

Limitations of epidemiological studies and lack of adequate risk assessment for chronic effects of pesticides make it difficult to provide total proof of negative health impacts in humans. Given the levels of scientific uncertainty and the high economic and social costs of chronic ill health, implementing a more precautionary approach on pesticide hazards and risks is urgently needed, particularly for the protection of children.⁷²

Box 13: Pesticide field re-entry intervals and children

In the USA, re-entry intervals for pesticides, which stipulate how long farmers/growers must wait after pesticide application before allowing workers back into sprayed/treated fields, are calculated based on a theoretical 68 kg male. In the USA, children as young as 10 can legally work in fields (though no one under the age of 16 must work with hazardous substances). Children, who weigh much less and have a greater skin surface area relative to their size, are likely not adequately protected by current US re-entry intervals.

¹National Research Council of the Institute of Medicine: *Protecting Youth at Work: Health, Safety, and Development of Working Children and Adolescents in the United States*; (Washington DC, National Academy Press, 1998), p, 2

Pesticide exposure, some examples from recent studies

Ignorance about the seriousness of the dangers posed to children by pesticides and disregard for regulations cause millions of children working in agriculture to be exposed to harmful chemicals. While a particular problem in developing countries, neglect in application and handling pesticides is also a problem of developed countries.

- An IPEC assessment of coffee producers in Costa Rica found that child labourers on both large coffee plantations and family farms were exposed to some of the most toxic categories of pesticide.⁷³
- An IPEC-funded study of plantation tobacco production and child labour in South Sumatra, Indonesia, found that the plantation company carried out aerial spraying with pesticides for all the plots of land looked after by individual workers and their families. The study noted that:

According to many reports from workers and residents in the area, workers are not notified of when the spraying will be done so they have no opportunity to move away and therefore they often get sprayed in the fields along with the plants. This results in sore eyes and respiratory problems causing hot and stinging sensations, as well as runny noses.⁷⁴
- According to a Human Rights Watch report on banana production in Ecuador, nearly 600,000 children work in the rural sector many of them in banana fields and packing plants. Children, 8 to 13 years old, work in the plantations for up to 12 hours a day. The report found that some 90 per cent of the children were working whilst toxic fungicides were aerially sprayed (i.e. they were not removed from the danger zones), and in the packing plants children also applied fungicides to bananas being prepared for export.⁷⁵

- According to an FAO study, 48 per cent of Cambodian farmers surveyed in 2000 said they allowed children to apply pesticides.⁷⁶
- A survey of the health effects of pesticide exposure in 1993⁷⁷ of 50 farm-worker children in New York State, USA found that:
 - 10 per cent of children under 18 reported mixing or applying pesticides (legally, no one under the age of 16 must work with hazardous substances);
 - 33 per cent of the children had been injured at work within the past year;
 - more than 40 per cent worked in fields still wet with pesticides;
 - 40 per cent had been sprayed either by crop-dusters or by drift; and
 - 15 per cent reported having experienced health symptoms consistent with organophosphate poisoning, but few had sought medical care for the symptoms.
- A study by the NGO Greenpeace of evidence of chronic health effects on children in cotton growing areas in India included cases of arrested development, decreased stamina, under-developed hand-eye coordination, poor memory and deficient drawing skills.⁷⁸

2.16.2 Fertilizers

Dry chemical fertilizer, which is hygroscopic and attracts moisture, can draw out moisture from the skin and cause burns. There are many instances of child labourers applying chemical fertilizers with their bare hands or with spoons. Dry fertilizer can also cause irritation of the mouth, nose and eyes. Liquid fertilizers also need careful handling as these are in a highly concentrated form. Fire is a risk with all types of fertilizers with toxic fumes being released.⁷⁹

2.16.3 Veterinary products

Veterinary products, often termed “animal medicines”, range in fact from powerful drugs to sheep dips, which are in reality pesticides. The term “medicine” can be misleading. Equipment associated with administration of veterinary products includes syringes and needles, dosing guns, flutter valves, tail and ear tags, etc. Safe storage of veterinary products, proper training in their use and maintenance of equipment is needed to minimise risks.⁸⁰

2.16.4 Commodity chemicals

Commodity chemicals often come in bulk containers and contain caustic or corrosive materials. Chemicals in this category include powerful disinfectants for use in livestock production, acids for straw

and silage treatment, and acids and solvents used for cleaning glass, machinery, etc. Fumes released when mixing products can be a particular hazard, especially if they are being used in confined or enclosed spaces.⁸¹

2.17 Poor sanitation and hygiene

A lack of clean drinking water, hand washing facilities, and toilets, especially when working in the fields, presents another hazard to agricultural workers. Both adult and child labourers are at high risk of infectious diseases, dermatitis, urinary tract infections, respiratory illnesses, eye disease, and other illnesses, and the spread of parasites is also encouraged. In addition, because there is a lack of day-care services for children in rural areas, parents often bring their infants and young children with them to the fields and they too are exposed to poor sanitation and hygiene.⁸² Lack of washed, clean clothing is often also an important problem.

2.18 Psychosocial hazards: stress and violence

Child labour damages children's mental health. Because of their premature incorporation into the workforce, children often have to perform tasks that are unsuited to their physical and mental abilities and needs. Working children are more vulnerable than adult workers because of a combination of psychological and social reasons. Some children at work are under psychological stress. The motivation for them to start working and to retain the job is to contribute to the financial support of the family, which is a heavy responsibility at an early age. Children react differently from adults when exposed to similar hazards. For example, child workers may prefer to face a challenge rather than be considered weak by other children, and may therefore attempt tasks that present greater risks.⁸³

2.18.1 Stress

Stress is not easy to define. Stress involves arousal in response to perceived environmental pressures, measurable at a physiological level, for example in changes in hormone levels, notably the secretion of cortisol. Stress is not just another word for anxiety: it also implies a range of behavioural changes.⁸⁴

Coping with stress is part of everyday life – for children as well as adults. Indeed, children often seek out moderate levels of stress, especially in adventurous play, although there are marked individual differences in vulnerability and reaction to stress, notably linked to gender.⁸⁵

Unhealthy levels of stress at work (and in the family) may lead to a number of disorders and illnesses including chronic fatigue, depressions, insomnia, anxiety, migraines, headaches, emotional problems, and allergies. It can result in abuse of alcohol, drugs and tobacco. Stress can also contribute to hypertension, heart and

cerebrovascular disease, as well as to peptic ulcers, inflammatory bowel diseases and musculoskeletal problems. It may also alter immune functions, which can in turn facilitate the development of cancer.⁸⁶

Stress and anxiety are frequently linked to low self-esteem, low self-efficacy and feelings of helplessness.

2.18.2 Violence and harassment

Violence is a workplace risk, and the prevention and control of violence are workplace issues. However, defining what is meant by violence at work is difficult. As an ILO report on violence notes:

The variety of behaviours which may be covered under the general rubric of violence is so large, the border line with acceptable behaviours is often so vague, and the perception in different contexts and cultures of what constitutes violence is so diverse, that it becomes a significant challenge to both describe and define the phenomenon.⁸⁷

The term “violence” is used here in its broadest sense to include all forms of aggressive or abusive behaviour that may cause physical or psychological harm or discomfort to its victims, whether they may be the intentional targets or innocent bystanders involved only impersonally or incidentally.⁸⁸

Child labourers face violence at work, including physical, mental and sexual harassment. Violence can include systematic harassment by managers and supervisors, harsh supervision, being ganged up on by fellow workers and violence against workers by clients and members of the public. Sexual harassment is unwelcome conduct of a sexual nature that detrimentally affects the individual concerned and the work environment.



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2.19 Strenuous labour, heavy loads and musculoskeletal disorders

Agricultural labour involves strenuous, heavy, often monotonous work. Human effort provides more than 70 per cent of the energy required for crop production tasks in developing countries. The carrying of excessive and/or awkward loads, repetitive and forceful actions, bending, stooping, and the adoption of awkward and uncomfortable postures can cause numerous but largely unreported musculoskeletal disorders.⁸⁹

Musculoskeletal disorders include a group of conditions that involve the nerves, tendons, muscles, and supporting structures, such as intervertebral discs. They represent a wide range of disorders, which can differ in severity from mild periodic symptoms to severe chronic and debilitating conditions. Examples include: sprains and strains; carpal tunnel syndrome; tenosynovitis; tension neck syndrome; swelling of the wrist, forearm, elbow and shoulder; lower back pain; hernia; arthritis; and sciatica.⁹⁰

Manual handling includes lifting, putting down, pushing, pulling, carrying, moving or supporting a load by hand or bodily force. It is not just the weight of the load that can cause injury – the size, shape, available grip, the way that the load is carried, where and how often it has to be carried can also play roles. Workers may suffer from musculoskeletal problems such as aches, strains and sprains as a result of manual handling. These can also be caused by other tasks which involve repetitive movements, force, unusual postures, prolonged pressure on joints and badly organized work practices or environment. There is strong evidence that various disorders of the neck, elbow, hand and wrist, and back are related to factors in the workplace.⁹¹

Approximately 15 to 20 per cent of an individual's height is acquired between the ages of 10 and 20 years. About half that growth occurs during a two-year period that includes the phase of most rapid growth, the peak height velocity.⁹² During this period of rapid growth, adolescents are at particularly high risk of injury to ligaments and to bone growth plates (epiphyses).⁹³

Heavy work at an early age has direct consequences on a child's physical and mental development. Physically, children are not suited to long hours of strenuous and monotonous work. Child agricultural labourers are particularly at risk for musculoskeletal damage as their bones and joints are developing. Their bodies suffer the effects of fatigue because they expend energy faster than adults. Most of these children also suffer from malnutrition, which lowers their resistance and makes them more vulnerable to illnesses (see box 14). The prevalence of anaemia, poor nutrition and long hours of work further reduces children's working capacity, and fatigue contributes to the frequency and severity of accidents and diseases.⁹⁴

Examples of children exposed to this type of hazard are plentiful. An IPEC study of tea estates in Lushoto and Rungwe districts of Tanzania found that 13-year-olds carried up to 20 kilograms of green tea leaves, and 14-year-olds up to 30 kilograms, from the fields to the weighing stations, often for distances between 1 and 4 kilometres.⁹⁵ Another IPEC study of tobacco growing in Iringa and Urambo districts, Tanzania, found that carrying water for the seedbeds in Urambo district often involved children walking 5 to 10 kilometres.⁹⁶

Such work may result in physical disability or impairment in later life. Back strains represent a fairly high proportion of the work-related strains affecting children. Inasmuch as back pain is rare among children and adolescents, and the history of back pain has been identified as a risk factor for new back injuries, the long-term consequences of back strains among adolescent workers are of substantial concern.⁹⁷

Box 14: Muscular strength and age

Based on attributing a value of 100 per cent to the muscular strength of a young male adult of 25 years of age, the development of the muscular system may be described as follows

- Age 10: 40 per cent in both girls and boys
- Age 14: 60 per cent in boys, 50 per cent in girls
- Age 18: 90 per cent in boys, 60 per cent in girls (in whom any subsequent increase will not exceed a few per cent)

It is generally considered that in order to preclude the appearance of symptoms of fatigue, repeated efforts exceeding 15 per cent of the maximum capacity should be avoided. Thus, in order to operate a lever by flexion of the forearm and upper arm (maximum capacity about 30 kg in adults), an adult should not have to exert a force of more than 4.5 kg, whereas in the same conditions the effort required of a 14-year-old child should not exceed 2.7 kg.¹

¹S. Forssman, and G.H. Coppée: *Occupational Health Problems of Young Workers*, OSH Series (Geneva, ILO 1973), No. 26, 1973

2.20 Substandard housing

Because many agricultural workers live where they work, their lives and occupations are inseparable. There is a close link between housing, worker well-being and productivity.

Housing of agricultural workers is often characterized by inadequate and overcrowded installations, no heating, poor ventilation, deficient sanitary facilities and non-potable drinking water, which enhance the spread of communicable diseases such as upper respiratory tract infections, influenza and tuberculosis.⁹⁸ Living conditions on many farms, plantations and labour camps remain inhuman, with workers living in tents, makeshift plastic huts/shacks or hostels for long periods. In some cases there may be no housing provided at all. Poor housing may also be a factor in contributing to the spread of HIV/AIDS.

Housing on plantations in Kenya illustrates some of the problems. By law, companies have to provide housing for permanent staff. An ILO visit found that housing facilities on a number of plantations were in need of repairs and upgrading to improve the living standards of workers.⁹⁹ Some older houses simply needed to be replaced. On several estates, workers were housed in rows of brick-built quarters with shared toilet facilities and water points, whereas in others, grass-thatched mud houses were still common. Workers complained of poor or non-existent sanitation made worse by the congestion in the living quarters. In the lower-grade housing estates, several families shared a single pit latrine, while drainage systems were non-existent in a majority of the cases. In some instances, employees had to draw water from nearby rivers and streams due to the absence of piped water. Cases of waterborne diseases were cited frequently among the workers living in such situations.

2.21 Venomous/wild animals

In many parts of the world, in rural areas, there is constant danger from insects, reptiles and other animals. Hazards include being bitten by snakes or stung by spiders, scorpions, centipedes, hornets, wasps, bees, mites (acarids), and mosquitoes.¹⁰⁰ In addition, child workers in tropical and sub-tropical areas, working in crops such as tobacco, are often exposed to bloodsucking creatures like leeches.¹⁰¹

Chapter 3:

What stakeholders can do to eliminate hazardous child labour in agriculture

Hazardous child labour is one of the worst forms of child labour scheduled for immediate action and prohibition. To achieve this aim in agriculture will require comprehensive, targeted and coordinated efforts by the stakeholders involved. It will require innovative thinking and ideas, a wide variety of strategies, capacity building, improved networking, and the forming of alliances and partnerships as appropriate. Social mobilization is instrumental in building a strong social foundation for the eradication of the worst forms of child labour. It aims to create a broad alliance of organizations that works towards changing social norms or values related to child labour, increasing awareness about its causes and consequences and ensuring that the opinions of communities directly affected by child labour are heard by policy-makers.¹⁰²

This chapter presents some strategies, ideas and suggestions for tackling hazardous child labour by stakeholders which have been compiled from a variety of sources. Examples of initiatives which apply some of these strategies and suggestions are provided in Guidebook 4: Initiatives to *tackle hazardous child labour in agriculture*.

3.1 Strategies to eliminate hazardous child labour

Eliminating hazardous child labour in agriculture is a complex task that, involves both downstream direct action (withdrawal and rehabilitation) and upstream government policies aimed at promoting adult employment, raising incomes and improving living standards and access to quality education. For this reason, the ILO seeks to strategically position child labour issues at the macro-level in socio-economic, development and poverty reduction strategies of the countries to encourage mainstreaming and integration of child labour issues and concerns. In doing so, the ILO, through IPEC, emphasizes the need for assessing and monitoring the extent and nature of the problem, the strengthening of institutional capacities and the provision of assistance for the development and implementation of national policies. It also seeks to expand and improve institutional mechanisms for education and law enforcement. IPEC's work and cooperative/partnership efforts to eliminate child labour, and particularly hazardous child labour in agriculture, are based on the following hierarchy of strategies: prevention, withdrawal and protection. These are described briefly below. How these strategies are implemented is covered in detail in other IPEC publications, particularly IPEC's *Time-bound programme manual for action planning*, which is available electronically.¹⁰³

3.1.1 Prevention

Prevention is the primary long-term aim. It is based on identifying children at potential risk, keeping them out of hazardous work and stopping them from beginning to work in the first place. Investment in the prevention of child labour is the most cost-effective approach in the long run.

Systems of prevention need to be carefully designed by the state or non-state agencies. Families need income security and social benefits, such as health insurance, in order to survive short and long-term crises. Parents must be able to see investment in schooling as a viable option for their children. Micro-insurance schemes organized by civil society groups at the local level can be linked into larger structures, such as banks and credit schemes. Governments can help by providing start-up funds, matching workers' contributions and developing supportive laws. Self-help groups can provide assistance through cooperatives, mutual benefit societies and so on, which are usually financed by beneficiary contributions. The educational system also plays a critical role in preventive policies and actions by ensuring places in schools, adequate numbers of trained teachers and good standards of education.

3.1.2 Withdrawal

Withdrawal (and rehabilitation) of children already carrying out hazardous work is another central strategy. This involves:

- identifying those children in hazardous work;
- removing them from workplaces; and
- getting them into school and/or skills training.

Children in the worst forms of child labour need urgent action for rescue and rehabilitation. Measures used to withdraw children from hazardous work include:

- persuasion, through dialogue with parents, children, employers or law enforcement authorities; and
- rapid response measures (including rescue operations).¹⁰⁴

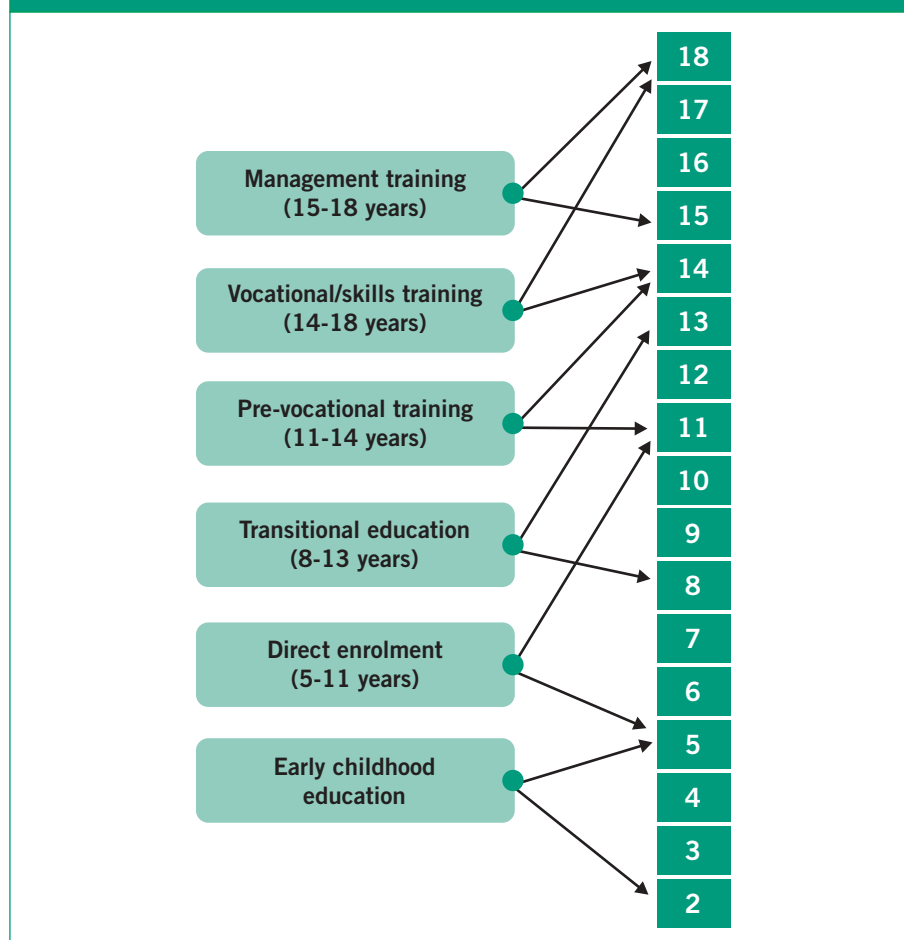
Experience shows that community-based, integrated solutions tailored to the specific needs of each target group, with close community participation are the most effective. Alongside rapid response action to rescue child victims of the worst forms of child labour, a holistic approach is needed that attacks underlying family poverty through long-term solutions, including access to land, housing and economic opportunities.

There is also a need to match interventions to the age of the child removed. There should always be a strong link between transitional education programmes (rehabilitation programmes) and the formal education system, since basic education will ensure opportunities for further education and employment. Forging close links between interventions with the aim of rehabilitating existing child labourers

and those that aim to prevent children from being drawn into child labour is central to IPEC's education strategy.¹⁰⁵

Educational interventions for children removed from hazardous work are related to the approximate age of the child and depend on the level of her/his literacy and psychosocial development, as well as the age brackets defined by the child labour conventions. IPEC's work in this area has shown that transitional education in isolation has not necessarily ensured opportunities for further education or employment for former working children, which is why swift reintegration into formal schools or vocational training is vital.

Diagram 1: Combatting child labour through education



Unemployment and underemployment of adults in rural areas are major causes of poverty among waged agricultural workers and are regular and significant features of their lives. Child labourers' jobs should be given to their adult relatives so the family as a whole does not suffer. As ILO tripartite meeting report on agriculture noted:

If full employment is assumed to be 260 days per year (52 five-day weeks, excluding leave and holidays), waged agricultural workers typically find employment for 175 days and are available for work (i.e. unemployed) for 85, with little income to sustain them between seasons...These large pools of unemployed or underemployed labour keep down wages locally.¹⁰⁶

Withdrawal in the context of family farms has a special meaning, in that whilst the children are withdrawn from dangerous work situations, they continue of course to live on the farm as it is their home.

3.1.3 Protection

Protection is based upon the reality that many children remain in the workplace in the short term whilst prevention and withdrawal strategies are pursued or because they have achieved the current minimum working age in their country (14-17 years, depending on national legislation).

These children remain at risk. So, there is a need to protect them whilst at work by improving occupational safety and health (OSH) and working conditions and arrangements in the workplace. The basis for improving OSH standards and protection is by strengthening risk management, of which risk assessment is a key part in the agricultural undertaking (see box 15).

Box 15: Carrying out a risk assessment at the enterprise level

A workplace risk assessment is carried out by an employer, ideally in cooperation with the workforce. It is a three-step process:

Step 1. The **hazard** is identified. An employer should look around the workplace and see how people work; learn from experience of previous accidents and work-related ill health; ask workers on the farm or plantation for their views; and think about the potential for harm from each work activity involving machinery, tools, transport, chemicals, dusts, disease, processes, etc.

Step 2 The employer evaluates the **risks** arising from the hazards identified: who may be harmed, how, and whether the risks from each hazard are prevented or controlled. Child labourers on farms or plantations are potentially at great risk.

Step 3. The employer (i) works out the **risk prevention and control (protective) measures** needed to avoid or minimize the risk of accidents and/or ill health to workers; and (ii) puts them into place/operation in the following strict order:

a) **Risk Prevention** through elimination of the risk(s) is the optimal solution.

If the risk cannot be prevented, then the employer should proceed to Step 3 b to manage/reduce the risk(s) through:

b) **Risk Control** (protective) measures, implementing them in the following strict order:

Step 3.b.1 Engineering away the hazards using technology

Step 3.b.2 Putting in place of safe work systems/practices

Step 3.b.3 Provision of appropriate information and training

Step 3.b.4 Providing health checking/surveillance (where appropriate)

Step 3.b.5 In so far as the risk remains, providing and ensuring use of personal protective equipment (which includes clothing) at no cost to the worker.

Example: a toxic chemical pesticide

Risk Prevention: toxic chemical pesticide use is eliminated by (i) using organic farming methods or (ii) applying a bio-pesticide as a safer substitute for the chemical substance

c) If the assessment decides that chemical pesticide use is necessary, then risk control (protective) measures should be decided upon and implemented, in the following order:

- Step 3.b.1 Lowering the risk to the operator by *technical/engineering controls*, e.g. using a sealed mixing and filling system to fill the spray tank.
- Step 3.b.2 Also putting in place *safe work systems/practices*, e.g. proper supervision; spray warning notices; keeping other workers well away from spraying operations; observing re-entry periods to treated fields.
- Step 3.b.3 Also providing *appropriate information*, e.g. labels, pesticide safety data sheets; *specialised training* for the spray operator; and *general training* for other workers at risk of exposure to the pesticide
- Step 3.b.4 Health surveillance (if appropriate) e.g. when using organophosphate pesticides
- Step 3.b.5 In so far as the risk remains, provision and use of personal protective equipment (which includes clothing) at no cost to the worker.

Note: It may not necessary to use all the control measures to manage a particular risk. If, for example, steps 3.b.1, 3.b.2 and 3.b.3 have been successfully implemented, then PPE should not be needed.

Source: ILO: *Guidelines on occupational safety and health systems* (Geneva, 2001).

3.2 How stakeholders can contribute to the elimination of hazardous child labour in agriculture

3.2.1 Children

Children are important stakeholders in programmes and activities to tackle hazardous child labour in agriculture as it is their safety and health – now and in the future – which is at stake. They have a key role to play in this respect. They have both a need and a right to be protected from harm at work whether they are working on their own family farm or on other type of agriculture enterprises.

Everyone under 18 years of age has the right to be protected from hazardous work, including excessive work hours and unsafe or unhealthy work environments, regardless of the size of the enterprise in which she or he is employed (or working), her or his relationship to the “employer”, or the sector of the economy in which the enterprise operates.¹⁰⁷

Children's participation in designing and implementing and programmes affecting their occupational safety and health and well-being should be fully encouraged.

3.2.2 Young workers

Young workers are children aged 16 to 17 who have the legal right to work, but who should not be carrying out hazardous work (the only exception being for training purposes, on a limited basis, and under strict supervision).

Young workers should be aware they have the right to work in a safe and healthful workplace environment where hazards have identified, risks assessed and risk prevention or control measures put in place. Also, young workers should have the right to refuse dangerous work tasks and conditions. They should be entitled to workers' compensation in the event of work injury or illness.

They should also participate in any training programme(s) offered by their employer.

3.2.3 Parents

Parents have a critical role to play in tackling hazardous child labour. In cases where the parents are farmers whose own children work with them on the farm, they should ensure good occupational safety and health conditions for their children (including those of close relatives working on their farm).

Parents whose children are employed on a farm or plantation should be encouraged to take an active role in employment decisions of their children. This would include an understanding/appreciation of types of hazardous work that their children may undertake or be exposed to. Parents should discuss the types of work involved and the training and supervision offered by the employer. They also evidently have a critical role to play about decisions on education for their children.

3.2.4 Government

Many government policies and programmes impact on child labour in agriculture. These include inter alia specific child labour policies and policies on development, education, labour standards, agriculture, health, etc. All relevant government policies affecting child labour in agriculture should consider the needs of the children involved, and ensure coordination between the different ministries and departments involved.

There is a need for a national policy on child labour (promoting the welfare and sound development of children). Governments should also ensure they ratify and implement ILO Conventions No. 182 and No. 138, including development of a National Plan of Action to eliminate child labour and time-bound measures. As part of implementation of Convention No. 182, they should ban the most hazardous forms of child labour in agriculture – starting with development of a national list of prohibited or severely restricted activities as required under Article 4.

Governments should recognize that the vulnerable, formative and malleable nature of childhood and adolescence requires a higher standard of protection for young workers than that accorded to adult workers. They should also register all births so that all children can be monitored.

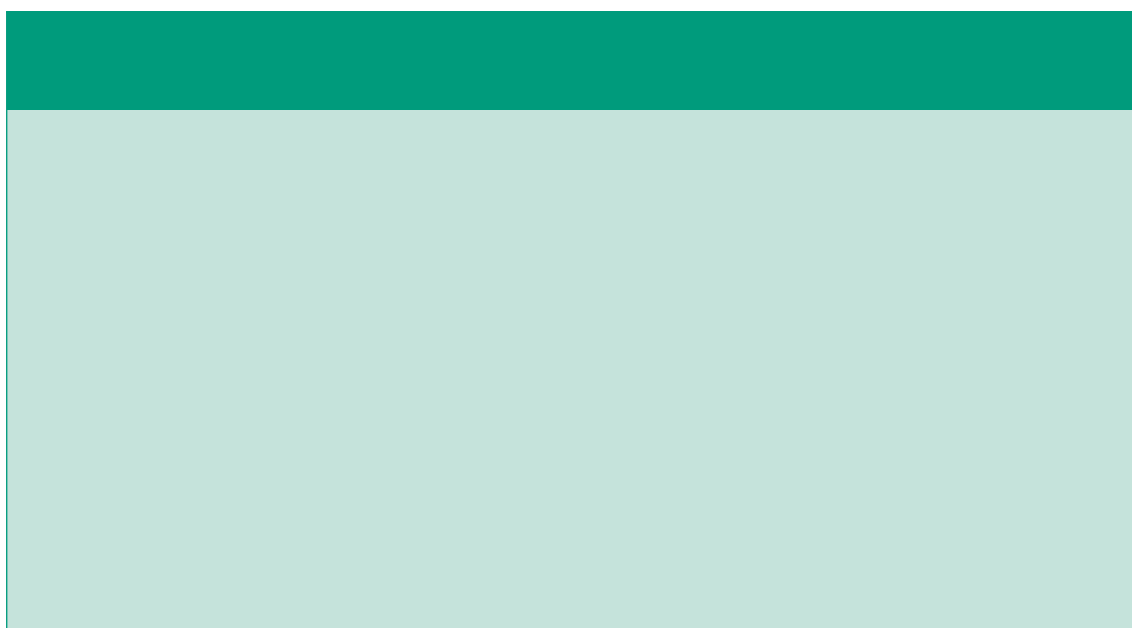
National health and safety policy and programmes in agriculture

Eliminating hazardous child labour must become a central component of national health and safety policies in agriculture and other sectors. The ILO encourages countries to develop national OSH programmes that focus on specific national priorities, such as OSH in agriculture. National OSH programmes in general aim to promote compliance with good standards in practice, and often include a wide range of activities, such as labour inspection, publicity and awareness-raising campaigns, training and educational activities, etc. Combatting hazardous child labour could be one of the key issues to be tackled under such programmes.

National OSH programmes for agriculture should also be a practical way of implementing national policy on safety and health in the sector, as required by the Safety and Health in Agriculture Convention, 2001 (No.184). This policy aims to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work, by eliminating, minimizing or controlling hazards in the agricultural working environment. (see box 16)

Such a programme could deal with the protection of children's safety and health and well-being. Specific elements could include:

- the evaluation of the safety and health status of child labourers working in hazardous conditions, adapted to local needs and conditions;



Agricultural policy (government)

National agricultural policies should include objectives and programmes to eliminate of child labour, especially hazardous child labour. This is particularly important given the promotion of export-orientated, intensive agriculture in many countries. It is also critical that the child labour elements of agricultural policies are coordinated with the child labour policies and programmes of other government programmes and agencies.

Agricultural policies and programmes should also include awareness-raising and training programmes on the elimination of child labour for agricultural extension officers.

3.2.5 Employers

All businesses assume certain obligations when they hire employees. Businesses that employ young workers assume a higher level of social obligation, which should be reflected in the expectations of society as well as in explicit public policy. These obligations include ensuring that they do not employ underage children and that they avoid indirect employment of child labour when using contractors, sub-contractors or outgrowers who might hire or supply child labour.

Specifically, employers should:

- know and comply with child labour laws and occupational safety and health regulations that apply to their businesses, posting these regulations for workers to read;
- identify hazards and assess potential risks for fatal and non-fatal injuries or illnesses associated with tasks performed by young workers (or younger children where legal exemptions exist that allow them to work), taking steps to prevent or control the risks identified;
- inform child labourers of the tasks they are prohibited from doing;
- provide training to ensure that young workers recognize hazards and risks and are trained in safe work place practices;
- provide effective supervision to ensure they use the safe work practices in which they have been trained;
- routinely verify that young workers continue to employ safe workplace practices and provide refresher training as appropriate;
- involve supervisors and experienced workers in developing an injury and illness prevention programme in the workplace/undertaking;
- evaluate and check equipment that young workers are required to operate to ensure that it is both safe and legal for them to use;
- prepare young workers for emergencies; and

- provide training on sexual harassment policy: young workers need to get training on how to deal with problem situations and to understand how psychologically injurious such harassment can be.

Employers could be encouraged to drive policies to ensure that children attend school. Provision of vocational training, including health and safety training for young workers is also important.

At the national level, cross-sectoral employer bodies such as chambers of commerce and national employer organizations should develop policies and programmes to help eliminate child labour in agriculture.¹⁰⁹ This should include participation in national policies and processes to eliminate child labour, including agricultural policies.

3.2.6 Trade unions/ workers' organizations

Trade unions in agriculture have an important role to play in the elimination of child labour in agriculture at the workplace, district, regional, national and even international levels.

The active involvement of trade unions in combating child labour requires a step-by-step approach that could embrace:

- a watchdog role that includes fact-finding at the local and national level and bringing abuses to light;
- establishing sustainable structures like child labour focal points, units, committees, and networks with other organizations;
- developing and updating policies and plans of actions;
- publicizing the various forms of agricultural child labour and those which put children at most risk;
- ensuring collective bargaining agreements include a commitment not to employ/use child labour;
- making sure collective agreements and codes of conduct are being adhered to;
- raising awareness through workers' education and public information activities;
- pressing for enforcement, public education, consumer action, etc.;
- forming alliances with others, both within and outside the labour movement, to press for improved child protection measures and to advocate children's right to education;
- utilizing the supervisory machinery of international instruments, for example, reporting to the ILO Committee of Experts, the Working Group on Contemporary Forms of Slavery, and the United Nations Committee for the Rights of the Child.

In recent years, trade unions in many countries have been able to implement some, if not all of these steps.

In particular, trade unions could support worker health and safety representatives to help eliminate hazardous child labour. Again, this could include providing advice and assistance to other local enterprises employing child labour to help them eliminate such practices. Roving health and safety representative schemes could provide ideas and models for such a development.¹¹⁰

They can actively participate at the national level in government or government-driven policies and programmes, including agricultural policies.¹¹¹ It can be an element in their collective bargaining agreements with employers. Through their workplace representatives and bodies, (in cooperation with employers) unions can play a unique role in the workplace on child labour. Workers can help ensure that no children under the minimum age for employment are hired either directly by the employer or indirectly via contractors/subcontractors. Improving health and safety protection in their workplaces is a central and daily issue for trade unionists and this can include protecting young workers.

Trade unions, through their own training/education programmes, can provide training for young workers so that they recognize hazards and risks and are trained in safe work place practices.

Trade unions can contribute to and use child labour campaigns as a means of attaining core trade union objectives – job promotion, increased wages, improved working conditions, no discrimination of any kind in employment – that can help combat child labour.

3.2.7 Cooperation among workers and employers

Employers and workers in an enterprise could be encouraged to cooperate in the following areas:

- using joint management-worker health and safety committees at the enterprise level to help eliminate hazardous child labour (see Convention No. 184 on safety and health in agriculture, Article 8.1), including providing advice and assistance to other local enterprises employing child labour to help them eliminate such practices; and
- strengthening links with the community and providing advice and assistance to community-based childhood agricultural injury prevention activities - starting with local resources.

3.2.8 Corporations

Transnational corporations in the agri-food industry can exert enormous influence on labour practices on farms and plantations. This includes corporations both supplying products to farmers and those corporations buying the farmers' produce for processing or supply to the consumer.

Transnational corporations can ensure that children's human rights are respected on all directly owned and supplier-operated farms and plantations by adopting effective monitoring systems to verify that labour conditions on these facilities comply with ILO child labour standards and relevant national child labour laws, reporting annually on compliance.

Where the facilities fall short, they can provide the economic and technical assistance necessary to bring them into compliance.

In terms of the supply chain, corporations can be urged to control and monitor their suppliers to ensure child-labour-free products and services. They can include elimination of child labour in agriculture as an objective and activities in their codes on corporate social responsibility.

3.2.9 Agricultural/rural cooperatives

Cooperatives play a significant role in agriculture around the world. More than 50 per cent of global agricultural output is marketed through cooperatives. In addition, a large share of the markets for agricultural commodities is handled by cooperatives.

Agricultural cooperatives could be encouraged to work with the ILO social partners on elimination of child labour in agriculture. Use could also be made of cooperative training facilities and trainers to train cooperative members on elimination of child labour in agriculture.

Other suggestions from the ILO Cooperative Branch include ensuring that cooperative members be sensitized on the child law regulating the minimum age for seasonal agricultural employment. Increased educational opportunities for children should be provided from the farm cooperatives. Besides, training programmes for farmers may in time result in a significant reduction of the safety and health hazards faced by children. Additional measures addressing both the cooperative's employment practices and the underlying economic factors contributing to the children's employment are necessary if children are to enjoy their rights under Convention 182.

3.3 Other key stakeholders

3.3.1 The health sector

In the countryside, health provision is often less comprehensive than in urban areas; there are, for example, fewer health clinics for primary care in rural zones (see box 17). Thus, the health sector in rural areas has an especially key role to play in providing occupational health service support to employers and workers in agriculture.

Box 17: Scarcity of health workers in rural areas

Limited training and low pay for qualified health workers in many developing countries cause severe problems in service delivery, especially in rural areas. In Cameroon, the ratio of health professionals per square kilometre is 1: 400 in urban areas and 1: 4000 in rural locations, requiring people to travel great distances to find health care in rural areas. This kind of imbalance is just as severe in rural areas of Cambodia, where 85 per cent of the population lives, but where only 13 per cent of health workers are based; and in Angola, where 65 per cent of the population live in rural areas but only 15 per cent of health workers, the vast majority of these having opted for better-paid jobs in urban areas.

Source: WHO: *Infectious Diseases Report 2002*;
<http://www.who.int/infectious-disease-report/2002/healthservices.html>

To improve health service provision, guidelines for when to seek medical treatment should be part of health and safety training, not only for young workers but also for employers and supervisors. Furthermore, it would be important to ensure that health policies include awareness-raising and training programmes on elimination of child labour for health workers at all levels.

Paediatricians and their associations could also be encouraged to play more active roles in tackling child labour issues. The following suggestions are based on an adaptation of recommendations from the American Academy of Pediatrics:¹¹²

- Paediatricians need to recognize that many children and adolescents work, and they also need to understand why children should not work. Paediatricians need to become knowledgeable about the industries in their area and about the hazards associated with working in those industries. Industries that engage in illegal employment practices are especially hazardous for children and adolescents.
- When pre-employment physical examinations are performed on children and adolescents for work permits, physicians should inquire about the type of work intended. If the work is in clear violation of the law, or involves toxic or hazardous exposures, the physician should advise against such employment, and even help prevent children from entering hazardous work.
- Traumatic injuries to a child or adolescent may be work-related. Other conditions such as carpal tunnel syndrome or organophosphate pesticide poisoning also may be work-related. A brief occupational history needs to be obtained on every injured child when the cause is not validated. Moreover, a child may be reluctant to reveal that work was the source of the trauma because of fear of losing a job, reprimand, or even deportation. Paediatricians may wish to conduct surveys of medical records of trauma patients in their practice to assess the possible frequency and patterns of work-related injury. Medical records are an important way of assessing the possible frequency and pattern of not only work-related injury but also ill health.

IPEC would encourage paediatric associations to work out how such data – respecting patient confidentiality of course – could be better communicated to relevant bodies with a view to improving the reporting of cases of injury and/or ill health to child workers, as well as indicating trends of injury/ill health, as a basis for improving preventive measures.

Paediatricians are also encouraged to work through their respective national association and the International Paediatrics Association to address the problems associated with child labour, and to serve as advocates for legally working children.

Paediatricians are extraordinarily well positioned to speak out against the abuses of child labour, to urge strengthening of regulation and legislation, and to insist on the need for mandatory occupational health and safety training of children and adolescents who propose to enter the work force.

3.3.2 Education system

Education and development are of primary importance during the formative years of childhood and adolescence. Although work can contribute to these goals, it should never be undertaken in ways that compromise education or development.

It should be ensured that, in keeping with the Millennium Development Goals, ILO Conventions No.138 and No.182 and the UN Convention on the Rights of the Child, all children benefit from free and compulsory education of good quality and relevance up to at least the minimum age for employment. School fees and other associated cost and physical barriers that create obstacles in universal access to education should be removed. Specific preventive education-related measures to eliminate child labour should be introduced, including training of teachers, development of relevant curricula components, pre-vocational education programmes, transitional and non-formal education programmes to help reinsertion into formal education, provision of counselling and other support services and awareness-raising among communities and parents. In addition, special education or skills training programmes should be developed to target children in rural and agricultural areas, especially former child labourers and children at risk.

Agricultural colleges/training institutions could also be encouraged to include elimination of child labour in agriculture into their curricula and teaching programmes.

3.3.3 Research

The lack of specific information on safety and health problems in child workers caused by occupational hazards and risks and the great need for further research, especially epidemiological studies, was noted earlier.

It will be necessary to develop better data to define the extent and the severity of the problem of hazardous child labour in agriculture and its associated fatalities, injuries and illnesses. Also, data produced should be disaggregated by sex and age.

Useful information is, however, available in the areas of occupational safety and health, public health, etc. If brought together, these would permit an assessment of the safety and health risks to most hazardous exposures and activities. For example, a systematic examination in situ, i.e. in the field, of the hazards and risks faced by child workers in specific occupations should provide a good information/policy base for the development of comprehensive preventive and corrective measures.¹¹³

3.3.4 Communities

Community-based childhood agricultural injury prevention activities should be encouraged, starting with local resources.

The development of community-based child labour monitoring schemes to ensure that children are not carrying out hazardous work is another suggestion that has been successful in the past. In the Philippines, for example, Community Child Labour Watch Committees are composed by community leaders, teachers, health promoters, representatives from the families concerned and sometimes with children or adolescents withdrawn from work. They carry out monitoring visits to plantations, families, schools, and health posts. These visits are conducted on a regular basis in conjunction with official visits by labour inspectors.

3.3.5 Non-governmental organizations (NGOs)

Local, national and international NGOs should be urged to include tackling hazardous child labour in their awareness raising activities, programmes, projects and campaigns. They should consider how to provide training for their own staff on occupational health and safety and hazardous child labour so that they are better informed when dealing with workplace hazards and risks.

NGOs could also explore how they can link up with government health and safety experts/institutions to provide backing for their work on workplace hazards and risks and elimination of hazardous child labour. They could potentially play an intermediary role between government health and safety experts/institutions and local entrepreneurs and the local community on health and safety issues.

3.3.6 International agencies and institutions

International bodies, and especially intergovernmental agencies, have both the right and the duty to support national and local activities and initiatives to eliminate hazardous child labour in agriculture.

Mechanisms ought to be developed to provide better focus and coordination of international efforts.

One element of this would be for international agricultural organizations to focus some activities on child labour. Several major international agricultural bodies have contributed to Guidebook 4, *Initiatives to tackle hazardous child labour in agriculture*. (see Chapter 6) in order to stimulate discussion in this area.

Another element would be to ensure that elimination of child labour is firmly incorporated in policies, programmes and activities on sustainable development. Linking in more closely especially with the United Nations Commission on Sustainable Development and its work on promoting Agenda 21 both globally and locally.

3.3.7 Media

In many countries, working through the media, notably television and radio, has been very successful in reaching younger workers and influencing their attitudes towards occupational safety and health. Governments, employers, trade unions and others have run campaigns, often in cooperation with schools and other partners that enlisted the media to broadcast their messages. This has been very helpful in increasing children's and young people's awareness of work-related hazards and how to avoid them. More use of imaginative and innovative ways of getting important safety and health messages across to child labourers is to be encouraged.¹¹⁴

Appendix 1: Hazardous child labour in cocoa production in Cameroon and Ghana

The following tables (A1 through A3) illustrate the specific hazards and risks faced by child workers in cocoa production. Tables A3 – A5 describe some of the injuries and diseases children in cocoa production suffer as well as the effects of this work their development, growth and future well-being. This information was collected by specialists working on the IPEC West Africa Cocoa Agriculture Project (WACAP).¹

Table A1: Child labourers' farm activities and possible hazards

Activities	Role of children	Dangers/Hazards	Protective Measures in place	Suggested Protective Measures
(i) Clearing of land/felling of trees	Cutting of trees, burning	Cutlass (machete) cuts, lack of boots, snakebites, burns, trapping by falling trees, cuts may result in tetanus, and thorn pricks.		Introduction of new methods of land clearing, protective clothing, Wellington boots
(ii) Preparation of seedlings	Transport seedlings to farm through head portage	Carrying heavy loads over long distance, fungal infection.		Use of power tillers to cart load
(iii) Planting of cocoa seedlings	Use earth chisel for planting	Cuts from chisel, worm infestation, thorn pricks.		Wear Wellington boots
(iv) Weeding of farm	Weeding	Cutlass cuts on legs and hands, insect and snake bites, cuts may result in tetanus		Wear Wellington boots
(v) Fertilizer application	Carrying, spreading of fertilizer	Corrosion of hands, Chemical burns, Allergic reactions.		Wear hand gloves, training on fertilizer application, sensitization
(vi) Spraying with pesticides	Fetch water and assist in mixing pesticides	Poisoning, long term health effects		Use trained spraying gangs. With proper personal protective equipment
(vii) Harvesting of pods	Plucking pods, gathering pods	Eye and head injuries from falling, insect and snake bites, exhaustion, cuts may result in tetanus		Should be avoided by children, wear gloves, use less sharp tools
(viii) Breaking of pods/ fermentation	Breaking pods, fermentation	Lacerations, cuts on hands		Children should be excluded, use leather gloves



¹Sources: IPEC: *Health and safety risks of children involved in cocoa farming in Ghana*. West Africa Cocoa Agriculture Project (WACAP) (Geneva, ILO, draft report 2005), pp. 30-34; and IPEC: *Cameroon: Etude sur la santé et la sécurité au travail dans le secteur agricole: Identification et détermination des risques du travail des enfants dans les plantations de cacao et l'agriculture commerciale*, WACAP project (Geneva, ILO Draft report 2005), French only.

Activities	Role of children	Dangers/Hazards	Protective Measures in place	Suggested Protective Measures
(ix) Carting of beans for drying	Carrying on head	Neck and backbone ailments, exhaustion, deformities impairment of normal physical development		Reduce weight of load
(x) Drying of beans	Spreading beans, stirring	Pricks from palm fronds		Wear hand gloves, use rake for spreading
(xi) Bagging of beans	Collect beans in to bags, sealing bags	Inhale dust, eye injuries, allergies from dust.		Use sunshade, respirators
(xii) Carting of beans for sale	Carrying load on head, walking long distances	Neck and backbone ailments, deformities, exhaustion, tiredness		Reduce weight of loads

Table A2: Other risks

Risk	Explanation
Violence	Occurs in instances where children are unable to execute task assigned to them as expected, refuse to participate in farm work or complain about inadequate remuneration for work done.
Sexual abuse	Especially for girls aged 15 yrs+ out in the field with men
Commercial sex workers (CSW)	CSW's invade cocoa growing areas with the view to taking advantage of the cocoa harvest season. Child workers on cocoa farms are lured by these CSW's resulting in sexually transmitted infections being spread among them.
Indulgence in drugs	Children on cocoa farms in several instances live under the illusion that drugs like (cannabis) have the potential to enhance their capacity to work.
Children caught by traps set for game	Unsuspecting children on cocoa farms fall prey to traps under cocoa and other fruit trees set for game. In the process children suffer injuries to their lower limbs and other parts of their bodies. Tetanus infections can set in. Physical deformities may occur from this. A pupil who was still nursing wounds from one of such traps showed the research team a trap into which he fell at "Kwanfinfin" in the Atwima District of the Ashanti Region.
Deprivation from food and adequate nutrition	Deprivation from food occurs in instances where children are unable to execute tasks assigned to them as expected or refuse to participate in farm work. It was also mentioned that not enough attention is given to the right nutrition of these children. This leads to malnutrition in several instances.

Table A3: Cameroon Cocoa Farming: Percentage of workers carrying loads on the back weighing between 5 and 30 kilograms

Weight of load	Percentage of workers carrying different loads	
	Adults	Children
5 kgs	8.2%	20.24%
5-15 kgs	19.5%	26.19%
16-30 kgs	45.7%	35.71%
30kg and over	26.6%	17.86%

Based on an IPEC study of 600 child and adult workers in cocoa production came up with the following data on the carrying of heavy loads:



Victim of trap set for game (Beside him is the trap which caught his ankle)

Table A4: Injuries suffered by children in the course of cocoa farm work

Injuries	Description
Pricks	This occurs from thorns, sticks and sharp tree stumps coming into contact with various parts of children's bodies. Injuries to the foot are facilitated by the fact that a good number of them work barefooted.
Cuts or Lacerations	Occurs from the use of cutlasses/machetes when weeding and when loosely attached "go-to-hell" for plucking cocoa pods fall. They also occur from thorn pricks, falls on sticks and twigs.
Scars on scalp	Following cuts from falling
Neck pain, back bone pain, spinal deformities	These occur as a result of carrying heavy loads or loads with weights beyond the physical capabilities of the children.
Eye injuries	Insects, flies, tree bark and particle from pods fall on eyes.
Exhaustion	From long hours of working, carrying loads and walking over long distances.

²Adapted from: Quesada Lino, J.E. and Vargas Aguilar, A.: *El Salvador: Trabajo infantil en la caña de azúcar - Una Evaluación Rápida*. (Geneva, ILO, 2002) cited in *Child labour: A textbook for university students* (Geneva, ILO 2004), p. 71.

Table A5: Diseases suffered by children as a result of cocoa farm work

Disease	Explanation
Malaria	Bites from mosquitoes on farms and in poorly protected homes
Typhoid fever	Drinking contaminated water and eating infected food on farm and at home
Diarrhoea	Drinking and eating contaminated water and food from unsafe water sources
Skin rashes	Improper hygiene practices like not bathing regularly, working in damp surroundings.
Anaemia	Little or no attention is given to the nutritional requirements of child labourers. Foods are carbohydrate based with little protein. This situation was found to be a community wide problem that is not only peculiar to child labourers.
Respiratory problems	Poor housing conditions and use of fuel.
Buruli Ulcer	Improper hygiene practices and filthy surroundings
Tetanus	This occurs with wounds resulting from cuts getting infected when the children are not sent for medical treatment. Some of the children may die in the process.
Water related diseases e.g., guinea worm, bilharzia, diarrhoea	Occurs from drinking/bathing contaminated water from sources like streams, rivers, dug-outs commonly used on the farm.

Ghana. Measures In Place To Protect Children From Risks

Respondents indicated that there were virtually no measures in place to protect the children who work on cocoa farms from risks mentioned above. Some amount of orientation and advice on various activities was however provided to them.

Concerning how cocoa farm work affects the development, growth and future well-being of children who do farm work at tender ages, a host of views and experiences were shared as summarised below.

Table A6: Cocoa farm work and effects on development, growth and future well-being of children

Effects on children	Explanation
Low intelligent quotient of children	This occurs among these children as a result of poor nutrition. Meals are carbohydrate dominated.
Poor outlook to life	The psychology of not attending school at all or effectively torments these children when they meet their peers. Their perceptions and aspirations in life remain dominated by traditional farm work.
Poor performance at exams and high school drop-out rate	These children loose important lessons at school that affect them during examinations since they have to skip classes to work on the cocoa farms.
Social misfit and deviant behaviour	Deviant behaviour and engaging in social vices is rife among these children whose future is seriously threatened. The quest to achieve their dreams in life and the reality that they don't possess what it takes to achieve these dreams often leads to frustration and some may turn to social vices (criminality – armed robbery, fraud, drug pushing, money laundering) in order to survive. One respondent cited the case of some deviants in parts of the Kumasi metropolis who have arrogated to themselves names like “Taleban” and “Al Qaeda” and go about terrorising people in various parts of the city.
Poor health and physical development	Inadequate attention to food and nutrition is a common feature in communities where these children work. Malnutrition is thus a direct outcome that contributes to their poor health status and physical development – stunting is common. Availability and low access to health facilities adds to the woes of the children. Unorthodox sources of health care have been sought in some instances.
Low future employment opportunities, low income earning ability and poor living standards	These children hardly attain ideals of basic education and this affects their chances of acquiring further schooling and skills development. Their chances of employment are thus low. They tend to obtain jobs in the low-income brackets. Their standards of living are therefore low - a vicious cycle thus persists for the rest of their lives.
Less emphasis on education	Benefits from farming are rather immediate compared to education which involves many years in school. Once these children are being used on the farms to achieve economic benefits, less emphasis is given to their education.
Physical disabilities and impairment	The injuries and diseases suffered by these children have in some instances led to physical disabilities and impaired growth.
Drug addiction	Small beginnings and trials for the purpose of enhancing working capabilities lead to over indulgence and these children may become drug addicts

Appendix 2:

Hazardous child work in sugar cane production in El Salvador²

According to studies carried out by the Salvadorian Sugar Foundation (Fundación Salvadoreña del Azúcar de El Salvador, FUNDAZUCAR) and by Radda Barnen, a Norwegian NGO, 47.1 per cent of the 233,700 boys and 185,000 girls who worked in 1999 were employed in the agricultural sector. The data compiled for this assessment indicate that an estimated 5,000 boys and girls participate directly in the sugar cane harvest, or *zafra*. According to the sugar cane producers interviewed, children account for between 27 and 30 of every 100 workers in a team, or *cuadrilla*. It is believed that some 25,000 children are indirectly involved in sugar cane cultivation, most often accompanying their parents or relatives and helping them carry out the various tasks related to harvesting.

Characteristics of the sugar-producing sector

Sugar cane is one of three traditional export crops that generate a significant percentage of foreign currency and jobs. Currently, there are about 7,000 sugar cane producers who cultivate a total of approximately 100,000 *manzanas* (one *manzana* is roughly equivalent to 0.71 hectares). Of these, 40 per cent are independent producers and 60 per cent are partners in one of the 473 cooperatives in the sector or in other partnerships. The cane is processed at 10 mills.

Children's working environment

Sugar cane plantations typically offer little shade, since the crop needs plenty of sun. This situation is exacerbated by the practice of burning the cane in order to facilitate the task of cutting and to remove the down from the leaves, or *ajuate*, which is a skin irritant. The mills generally provide very little infrastructure for workers to rest, although some cooperatives do have recreational facilities for the partners' children and there are streams near some of the plantations where children can wash off the sap, sweat and dust clinging to them after a days' work.

Work conditions

Boys' participation in sugar cane cultivation is higher than girls, since men traditionally work in the fields. Of the girls and boys interviewed, 92.7 per cent work near their homes, with the exception of those who travel to San Miguel from other districts and who use the public transportation before 5 a.m.

Of the boys and girls interviewed, 68.5 per cent were between the ages of 7 and 14. Boys made up 86.9 per cent of this age group. The

age at which 58 per cent of the children began working was between 7 and 10 years old. Ninety-eight per cent of the children get up at 5 a.m. and begin their work by helping with household chores. The working day at the plantations starts at 6 a.m. and ends between noon and 4 p.m. Girls work an average of six hours per day and boys work an average of five hours. The average number of days worked is 6 days per week for 47.3 per cent of the children, 7 days for 32.7 per cent, and 5 days for 17.9 per cent.

In general, children go to work in the fields with their parents. Some 85.1 per cent of these children receive wages ranging from US\$ 3.20 to US\$ 3.26 per day. Children who help others, but who are not paid directly by the producer, earn between US\$ 0.57 and US\$ 2.57 per week. They receive this money from the older children whom they help. Children under age 12 do not receive pay from the owners; however, their parents usually give them some money. Non-remunerated work is considered to be “help”. In addition to the sugar cane harvest, some children perform other types of work the rest of the year. When at home, boys and girls carry out differing domestic chores. The majority (68.5 per cent) of the boys and girls reported that they gave their earnings to their parents. There were only a few cases in which the child’s income constituted the family’s sole source of sustenance; in most cases, it was only part of the household income.

Work in the plantations is broken down according to gender. The girls sow, pick up the ends of cane that have been cut without burning, stack the cut cane into neat piles for later transportation in tilt-bed trailers, and haul cane. A number of the older girls (36.4 per cent) cut cane. Cutting the cane is facilitated by a technique involving a hook-shaped stick that the children fashion for themselves; they then separate the cane to be cut and fasten it securely before striking so as to deliver a well-aimed blow. The majority of the boys (65.5 per cent) cut cane. The rest (35.5 per cent) chop the cane into small pieces for various uses, gather and stack cane, and make handles for carrying it to where it will be collected. They also pick up the ends of the cane, comb, fertilize and, in one case, fumigate. The smallest children also sow — although this is considered to be exclusively a girl’s job. Cultural patterns dictate that it is unacceptable for boys to perform less dangerous jobs, such as sowing cane, as this detracts from their masculinity.

The tools used include: *cumas* (a type of curved knife), machetes, hoes, shovels, hooks, rakes, fumigation pumps and files. These tools are dangerous, given their sharp edges, as well as being heavy, since they are made of iron and have wooden handles. Some employers disapprove of children working, owing to the dangers inherent in the job; 66 per cent feel it is very dangerous and that it requires a high degree of responsibility. Nevertheless, they cannot prevent parents from bringing their children, as the latter must become familiar with the work and learn it well in order to minimize risks.

Health

The exhausting workdays under the sun, the use of sharp tools, exposure to insects, uncomfortable positions, excessive loads to carry, and other factors jeopardize the health of boys and girls. The most frequent afflictions are headaches, back problems, cuts and skin irritations. These problems are treated in 51.4 per cent of the cases at health clinics, and in the remaining cases through private medical consultation, or through an acquaintance, pharmacist, folk healer (or *curandero*), social worker, or cooperative clinic.

The children's inadequate clothing exposes them to wounds from the cane leaves and to skin irritations from the down released by the plants. Given that many children do not wear shoes, they risk stepping on splinters on the ground, or on glass or tin cans, which can cause infections or tetanus. Scars from wounds caused by tools, as well as blisters and calluses were noted on the boys. Other dangers to which children are exposed include: harmful sun rays, since the children do not use any form of protection; dust and ash produced by the burning cane, which can cause respiratory problems and allergies; and, a large number of insects that bother the children at work when their bodies become covered with molasses.

Notes

Introductory Note

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8. ILO: *Encyclopaedia of occupational health and safety*, op. cit., 64.61.
9. *ibid.*, 64.14.
10. *ibid.*, 64.39, column 2.
11. *Ibid.*, 64.39, column 1.
12. Arthropods are insect-type creature, e.g. mites.
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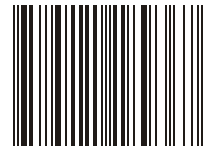
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Tackling hazardous child labour in agriculture

Guidance on policy and practice



International
Labour
Organization

Initiatives to tackle hazardous child labour in agriculture



International
Programme on
the Elimination
of Child Labour

Tackling hazardous child labour in agriculture: Guidance on policy and practice

Guidebook 4

Initiatives to tackle hazardous child labour in agriculture



International Labour Organization
International Programme on the Elimination of Child Labour

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Tackling hazardous child labour in agriculture: Guidance on policy and practice
Initiatives to tackle hazardous child labour in agriculture

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Tackling hazardous child labour in agriculture

Guidance on policy and practice

Additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *User guide, including background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4.*

To supplement the five Guidebooks, additional information on tackling hazardous child labour in agriculture is provided on the CD-ROM as follows:

■ **International Labour Organization (ILO) Conventions and their Recommendations**

- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182); and Recommendation (No. 190).
- Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138); and Recommendation (No. 146).
- Convention concerning Safety and Health in Agriculture, 2001 (No.184); and Recommendation (No.192).

■ **ILO International Programme on the Elimination of Child Labour: Publications**

- IPEC: *Training Resource Pack on Elimination of Hazardous Child Labour in Agriculture* (Geneva, ILO, 2005).
- IPEC. *Bolivia - Child labour in sugarcane* (ILO, Geneva), Rapid assessment, 2002.
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Bitter Harvest: Child labour in agriculture. ILO ACTRAV, Geneva, 2002.

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<http://www.ilo.org.childlabour>

I. Introductory note

Over the last decade or so, a worldwide movement against child labour has emerged, resulting in a marked change in attitudes and perceptions of the issue and a significant increase in the number and range of actors involved in the cause of working children. As part of this movement, the ILO seeks sustainable, long-term solutions for the elimination of child labour that include broad, grassroots social mobilization and the active involvement of the ILO's tripartite constituents – governments, and employers' and workers' organizations. However, despite the fact that the bulk of children work in agriculture and that it is a sector with a poor safety and health record, social mobilization leading to action to eliminate child labour in this sector is a relatively underdeveloped area of child labour work. Fortunately, this is beginning to change. There are a growing number of initiatives to tackle hazardous agricultural child labour involving an increasingly wider array of actors, some examples of which are given in this Guidebook.

Chapter 3 of Guidebook 3 discussed what stakeholders can do to eliminate hazardous child labour in agriculture. This guidebook builds on the suggestions and recommendations of Guidebook 3 by highlighting some of the significant work being undertaken that is supported by ILO-IPEC or others, including trade unions, employers' organizations, industry groups, civil-society organizations and international agricultural organizations. While most of the projects reviewed in the following chapters have IPEC involvement, several do not. Government policies and programmes are touched upon where government ministries and departments support or participate in the implementation of projects.

Chapter 1 covers IPEC projects that concern agriculture and describes the various components – awareness raising, prevention, withdrawal, rehabilitation, access to education, alternative incomes for families, improved occupational safety and health, etc. – that are typically part of these. Chapter 2 highlights the significant role that agricultural trade unions can play in the elimination of hazardous child labour in their sector and provides several examples of direct action undertaken in different regions of the world. International trade union organizations, to which national unions affiliate, complement direct action by developing or supporting initiatives to attack child labour at the global level, including campaigning against the practice and promoting core labour standards and occupational health and safety.

In Chapter 3 initiatives undertaken by employers' organizations are reviewed. The most direct way that employers can combat child labour is by ensuring that their own business practices and those of their suppliers and subcontractors comply with child labour laws and international conventions. Their umbrella organizations can also have

a significant impact by establishing codes of conduct, participating in child labour committees and child labour monitoring, raising awareness and supporting direct action programmes.

Chapter 4 describes several initiatives from the cooperative sector. With 50 percent of global output marketed through cooperatives, this could be a promising source of future collaboration for child labour action.

Several important multi-stakeholder initiatives focussing on particular agricultural crops – bananas, cocoa, coffee, cut flowers, and tobacco – in specific countries or regions of the world have been developed in the past few years and are reviewed in Chapter 5. These cover a wide range of activities, including research, codes of conduct, certification schemes and direct action to eliminate child labour. Although several of the initiatives or programmes described here have not been in place long enough to draw definitive conclusions as to their long-term impact, they have been included because they illustrate promising approaches and interventions that may serve as a basis for replication in the future.

In Chapter 6, four international agricultural organizations provide reviews of their policies, perspectives, programmes, projects and other activities that relate to child labour issues. While initiatives to tackle child labour are not central to their work, analysis of their current programmes and activities shows that they have in fact much to contribute.

Chapter 1:

IPEC's programmes to eliminate hazardous child labour in agriculture

In Guidebooks 1-3, IPEC's strategy to eliminate hazardous child labour in agriculture was described as having three principal areas of activity: 1) **preventing** the engagement of children in hazardous child labour, 2) **withdrawing and rehabilitating** children found in such activities; and 3) **protecting** children above the legal minimum age of employment from hazardous work in the workplace.

Given the multifaceted nature of the child labour problem, with its diverse causes and consequences, the implementation of this strategy often requires a series of complementary measures and interventions in several sectors or domains. Broadly speaking, these measures can be grouped in two categories: 1) "upstream" measures aimed at creating an enabling environment for the elimination of the worst forms of child labour (WFCL) by incorporating child labour elimination into national social and economic policies and updating laws, where necessary; and 2) "downstream" direct interventions targeted at population groups or economic sectors where WFCL are prevalent. A comprehensive approach that mobilizes the relevant actors to eliminate child labour on all levels – local, national, international – is also an overarching theme of IPEC's work. This is the case in the large-scale, IPEC-supported national time-bound programmes for the elimination of the WFCL as well as in IPEC's country or regional sectoral programmes that focus on specific target groups in particular geographic areas. IPEC's projects are generally composed of both upstream and downstream components.

1.1 Upstream measures to ensure sustainability of action against child labour

Measures aimed at creating an enabling environment include those that strengthen legislation and enforcement; improve access to quality education, vocational training and other social services for all boys and girls; enhance opportunities for decent work for adults through improved earnings and social protection; build institutional capacity; and guarantee occupational health and safety, particularly for young workers. These measures are not only fundamental for making sure that the targeted interventions are effective, but also for ensuring that their outcomes are permanent and sustainable over the long run.

Social mobilization and awareness raising aimed at building social and political support for action against child labour are also important components. Social mobilization aims to create a broad alliance of

organizations of civil society that works towards changing social norms or values related to child labour, increasing awareness about its causes and consequences and ensuring that the opinions of communities directly affected by child labour are heard by policy-makers.¹

One of the most efficient ways to support social mobilization and ensure sustainability of action against child labour is to incorporate, or “mainstream”, child labour concerns in larger national development frameworks in which poverty alleviation objectives are being pursued in areas such as education, employment, income generation, social protection and health. For this reason, IPEC encourages other organizations and agencies to consider child labour in their programmes and initiatives. With regard to hazardous child labour in agriculture, for example, this would mean that child labour concerns are reflected in agricultural policies and programmes as well as in labour, safety and health, child protection and other social policies.

1.2 Links to the global level

IPEC both consults and implements its activities closely with a range of key partners, institutions and stakeholders at the global level. Its work fits into and supports various development frameworks at the international level, such as the United Nations Millennium Development Goals (MDGs), the Poverty Reduction Strategy Papers and the Education for All Initiative.

With regard to the MDGs, IPEC contributes to the ILO’s work on several of these, particularly No. 2 on achieving universal primary education and No. 8 on a global partnership for development. Just as it would not be possible to eradicate poverty without eliminating child labour, it would not be possible to achieve the second MDG on achieving universal primary education without intense efforts to bring the millions of working children into the fold of this goal. IPEC supports the promotion of decent work – an important aspect of a fairer globalization – by helping families to climb out of poverty and create a better future for their children.

In the area of hazardous child labour in agriculture, action at the global level includes work on a broad range of health and safety issues, including:

- promoting ILO Conventions and standards on workplace health and safety, including promoting ratification and implementation of the ILO Safety and Health in Agriculture Convention, 2001 (No. 184);
- promoting of the elimination of hazardous child labour as a core element in government-led national health and safety policies and programmes through the implementation of the ILO Occupational Safety and Health Convention, 1981 (No. 155) and the development of legally enforceable national lists of hazardous child labour detailing sectors and/or work activities

where child labour is to be prohibited as per the ILO Worst Forms of Child Labour Convention, 1999 (No. 182);

- strengthening national regulatory and enforcement capacities on health and safety – especially by strengthening labour inspectorates – in line with the ILO Labour Inspection Convention, 1947 (No. 81) and ILO Labour Inspection (Agriculture) Convention, 1969 (No. 129);
- strengthening international management on chemical safety issues, with a special emphasis on protecting children, by promoting implementation of the ILO Chemicals Convention, 1990 (No. 170) and working with the International Programme on Chemical Safety (ILO, World Health Organization, United Nations Environment Programme) and the Intergovernmental Forum on Chemical Safety; and
- promoting sustainable agriculture and rural development as per Chapter 14 of Agenda 21, the global programme on sustainable development adopted at the United Nations Conference on Environment and Development in 1992, the argument being that agriculture cannot become truly sustainable as long as child labourers form part of the workforce.

1.3 Downstream interventions to assist children and their families

Downstream interventions are those that directly assist working children, their families and their communities. These include withdrawal measures to rescue and remove children from the WFCL and provide them with emergency shelter, counselling, health and legal services where needed. Downstream rehabilitation and prevention interventions generally focus on education and vocational training opportunities (including non-formal, transitional education for some); poverty reduction measures targeting the most vulnerable households; social and community mobilization efforts for fighting specific WFCL, including grassroots awareness raising; and the creation of local child labour monitoring within the most affected communities. In addition, in many countries, assistance in capacity building for local organizations and implementing agencies is also needed.

IPEC has a well-established participatory approach to the elimination of child labour. Since its inception in 1992, it has worked with a wide range of partners, including government agencies, employers' and workers' organizations, non-governmental organizations (NGOs), the media, religious institutions, community leaders, schools, international agencies and donors to facilitate policy reform, change social attitudes and implement direct action programmes. The Programme also places great importance on consultation with and participation of those most directly concerned by its interventions: children and their families.

Convention No. 182 on the worst forms of child labour requires close consultation with the ILO's constituents in combating the WFCL. According to the Convention, employers' and workers' organizations must be consulted in drawing up a national list of hazardous activities that are prohibited to children. The support of employers' and workers' organizations can also include awareness raising, sensitization activities among their membership and field-based activities in different sectors. Their support is also critical in ensuring that elimination of hazardous child labour is a central element in health and safety programmes to manage risk in the workplace.

1.4 IPEC projects concerned with child labour in agriculture

IPEC has specialized projects on child labour in commercial agriculture in Africa and Latin America. A number of other IPEC projects in rural areas in these and other regions of the world have a components focussing on the elimination of child labour in this sector. IPEC's agricultural projects have a strong community focus: they generally aim to build the capacities of stakeholder groups to tackle child labour issues, raise awareness at the village/community level and involve community members in activities such as child labour monitoring, for example. The projects also bring in employers' organizations and trade unions wherever possible with a view to strengthening social dialogue between these groups. They may also involve non-governmental organizations. In many instances, NGOs act as implementing agents for action programmes as part of the main agricultural projects.

The various components of IPEC projects form the building blocks of comprehensive and sustainable action against child labour. Some of the more significant of these in regard to hazardous child labour in agriculture are reviewed below.

1.5 The building blocks of comprehensive action

1.5.1 Giving children and families viable choices

IPEC experience has shown that where children are given viable choices between work and school they prefer to go to school or receive skills training. It has also shown that drawing on children's experiences in hazardous child labour is critical in order to develop relevant programmes that suit their particular needs.

Parents, for their part, must see the investment in schooling as the best option for their children. It must be clear to them that the long-term gain outweighs short-run loss of income. To ensure this, a holistic approach is needed to attack underlying family poverty, including programmes that offset the cost of schooling and lost income and policies that include access to land, housing and economic opportunities. Numerous ILO projects have worked with

parents to raise their awareness about the negative consequences of child labour and reduce poverty through income-generating activities, access to micro-credit, crop diversification and small business development.

1.5.2 Prevention, withdrawal and rehabilitation

IPEC projects work directly with children and their families to prevent their entry into hazardous workplaces. They also work with children in hazardous workplaces with a view to withdrawing them from such work and getting them into school or vocational training. This includes providing rehabilitation services for children to ensure their integration into the school system, for example. The projects also seek the views and experience of children on the health and safety problems that they face.

1.5.3 Raising awareness

A first stage in any child labour elimination project is to raise the awareness of the individuals, groups and organizations, and official agencies involved at all levels.

An IPEC project to eliminate child labour in commercial agriculture in East Africa – the “Comagri” project (box 1) – illustrates the types of awareness-raising activities that are characteristic of IPEC projects, especially in the early stages. Awareness raising in the Comagri project targeted parents, communities, employers, workers and policy-makers. Specific activities included meetings, workshops, training sessions and field visits. Educational and advocacy materials were provided, such as t-shirts, caps, brochures and posters.

Box 1: The IPEC Comagri project in East Africa

IPEC Comagri project in Kenya, Malawi, Tanzania, Uganda and Zambia targeted the withdrawal and rehabilitation of children performing hazardous work in commercial agriculture in these countries. The project, which ran from mid-2002 until 2005, had three basic components – a start-up phase, capacity building for stakeholders, and direct actions targeting child labourers and their families.

An independent evaluation¹ carried out in the first half of 2005 found that under the programme, 14,637 children were withdrawn from labour and 16,730 were prevented from entering work. Most of these children are either in school or have been given skills and/or grants to provide them with a viable alternative to hazardous child labour.

In Tanzania, COMAGRI was implemented in four districts – Lushoto, Korogwe, Muheza and Urambo.² The decision to tackle child labour in commercial agriculture reflected studies showing that more than 30 per cent of children in some farming areas are at work, not in school. As of September 2004, a total of 1,514 children had been withdrawn from work in tea and tobacco farms and were either in school or attending vocational training centres.

¹ IPEC: *IPEC Evaluation, Regional Programme on Prevention and Rehabilitation of Children Engaged in Hazardous Work in Commercial Agriculture, An independent final evaluation by a team of external consultants, Zambia, Kenya, Uganda, Tanzania* (Geneva, ILO, 2005).

² H. Shelukindo: *Documentation of good practices in combating child labour in commercial agriculture in Tanzania* (Geneva, ILO, 2004).

In another example, IPEC's work on supporting the development of tripartite social forums for banana and flower production in *Ecuador* (see also Chapter 5, Section 5.1) has entailed carrying out awareness-raising activities through workshops for trade unions, entrepreneurs, families and children.²

1.5.4 Improving education access and quality

Education is one of the basic rights of every child. Improving access to and the quality of education for children are central planks of IPEC's work to eliminate child labour. The issue of access to quality basic education is particularly acute in rural areas where a lack of schools and other barriers to education, including the inability of parents to pay for school fees and materials, can be significant. To cite just one example, an IPEC study of 1,200 households across six provinces of Indonesia showed that the average costs of keeping one child in elementary school and one in junior secondary school for one year (including transport and uniforms) can equal between two to three months of gross salary at the provincial minimum wage.³ For many families, such an expenditure level for schooling is impossible and so the child goes to work instead of school.

Universal free education, which is also compulsory in many countries, means that all children are entitled to receive basic schooling. A major difficulty, and one that needs to be centrally addressed as part of national capacity-building efforts on child labour, is that education systems rarely take into account the specific needs and requirements of working children. They are very often inflexible and do not include policies that would enable child labourers to successfully make the transition from work to formal education. The school curriculum is often irrelevant to the lives of the children and the schools grossly under-resourced. The education they receive does not capture their interest or provide them with the knowledge and skills they require to seek better living conditions and work opportunities in the future.

Rural areas with significant child labour problems are very often worse off than urban areas in terms of access to schools and the quality of teaching. Schools are often lacking in rural areas and where they exist they may be of variable quality, have problems of retaining teachers, have poor rates of school attendance and have lower standards of educational performance and achievement. Support for education, including training of teachers on child labour issues and the development of relevant curricula, is a concern of IPEC programmes. Teachers can be trained to run special education or skills-training programmes to target children in rural and agricultural areas, especially former child labourers and children at risk.

Improving teacher training and making curricula relevant

Teachers in rural areas sometimes do not receive sufficient training and consequently lack many of the skills and competencies necessary to provide children with education that meets their needs. Whilst

education is certainly a local issue for individual children who work or have worked as child labourers, it is also a national one, and therefore IPEC projects often seek to influence education policy in ways that can keep children out of the workforce. For example, IPEC's West Africa Commercial Agriculture Programme to Combat Hazardous and Exploitative Child Labour (WACAP) project has been working to improve the quality of education curricula and teacher training standards and to advocate for more and better education that is accessible and affordable to all children on rural farms. WACAP's role is to help education authorities and parents to increase the educational opportunities offered to children.⁴

Involving teachers and their organizations in child labour elimination

Teachers and educators are best placed to know if child labour exists in the communities where they work and live. They can also influence the commitment of children and their parents to education and act as catalysts for changing their attitudes towards child labour through community-based processes. The involvement of teachers in family support, school-based nutrition and after-school programmes are important examples of their role in the community beyond the classroom.⁵

As part of their regular work, teachers may use both formal and informal methods to monitor children's absenteeism from school as well as identify and assist children at risk of dropping out to go to work. It is through this process, which is an integral part of child labour monitoring (CLM), that teachers can support efforts to eliminate child labour.

In the context of the WACAP project in Africa, discussions and counselling sessions were held with head teachers, teachers and master craftsmen of targeted institutions to enlist their help in preventing children from entering into child labour. These sessions were also meant to help make sure that children withdrawn from child labour were given the special attention they needed to fully engage in their studies. The participants of the sessions were asked to follow up on former child labourers after they left the schools linked to community CLM schemes.⁶

Building schools/classrooms

Many children in rural areas do not attend school simply because there are no schools for them to go to. Building schools or extra classrooms and covering some of the operating expenses for new schools are often components of IPEC's agricultural projects. This is linked to the government providing teaching staff and fully integrating the school in the national educational system.

IPEC often works in partnership with other organizations in this area. In 2003, the Foundation for the Elimination of Child Labour in Tobacco (ECLT) linked up with the ILO to launch a three-year effort to combat child labour in Tanzanian tobacco-growing villages. This

includes promoting education, training farmers and helping to bolster incomes. As of April 2005, 717 children (40 per cent of whom are girls) had been withdrawn from labour and reintegrated into primary school, compared with an original target of 500.⁷ Fifteen new classrooms had been built or were in the process of construction. Sixty-two children had attended vocational training institutes, with an additional 180 children due to go through similar training. Workshops had been conducted with 2,500 participants in 36 villages.

Providing educational materials, equipment, uniforms and teaching aids

Though most countries have introduced free universal basic education, in reality school is never altogether free of charge. Children need school bags to carry their books, clothes or uniforms to wear at school and food to eat at lunchtime. All of this is a financial burden on poor families. In many countries, schools may lack basic materials such as text and writing books and pens and pencils.

Experience has shown that providing these materials can make a difference in whether or not a child goes to school and IPEC's projects often include this type of activity. For example, the Comagri project in East Africa provided children with school uniforms and exercise books. Tools were provided for those doing vocational training courses. Under IPEC's project in the rubber estates in Cambodia, younger children were tested to determine what school grade they should attend and provided with uniforms, bags and schoolbooks.

Complementary basic education

Children withdrawn from hazardous work situations often need special counselling and education services before they are reintegrated into the formal school system.

- As part of the IPEC rubber estates project in Cambodia, the Provincial Department of Education, Youth and Sports established six community learning centres in the Chup rubber plantation. These centres bring non-formal education to working children until they are considered ready to integrate into formal schools. They teach literacy, numeracy, life skills, health and reproductive health education and pre-vocational subjects. The children also learn about their rights as children and the harmful consequences of child labour.
- Tanzania's ComAgri project is using complementary basic education to reintegrate former students who dropped out of school to work. Some 200 have received remedial classes.

Skills/ vocational training

Providing skills and vocational training is another activity that can help make sure that children of legal working age withdrawn from hazardous work acquire practical skills to earn an alternative living.

- Tanzania's Comagri's project focussed on child labour in tobacco farming. With the aid of this project, some 180 children benefited from a one-year course at a vocational training centre in Tabora or Urambo. Skills taught included carpentry, construction and tailoring. Sixty-two other children attended a three-month intensive course at a vocational training school.⁸
- After completing six to eight months of classes at the community learning centres, many of the older children in IPEC's rubber estates project for Cambodia opted for vocational training rather than formal schools. Sewing, hairdressing and motorcycle repair were selected as the most marketable skills in Kampong Cham area where a rubber plantation is located (see box 2). Training courses lasted for six to ten months, depending on the ability and learning pace of the children. The vocational training strategy was managed by the Kaksekor Thmey Organization (KTO), a local NGO, whose role included monitoring the children's progress and making sure that apprentices had favourable working conditions. When some children returned to their families because of homesickness, KTO staff visited the children and encouraged them to return to training. KTO also helped children find jobs after they completed training.

Local trainers and craftspeople also made important contributions. While the payments they received just met the cost of housing and training, they showed strong commitment by transferring skills to a number of children at the same time.

The training budget for 52 children was about US\$ 6,000, whilst course costs ranged from US\$ 70 for sewing to US\$ 200 for motorbike repair. As of March 2005, of the 52 children trained, six had their own businesses; six were salaried apprentices; 17 were working in garment factories; ten were in the process of being hired and five were still being trained; and 8 others had moved away or got married.

Box 2: Vocational training to remove older children from hazardous agricultural labour in Cambodia

For two boys, vocational training helped provided a route from the rubber plantation to having their own motorbike repair shops.

Kong Chen, 18 years old, borrowed US\$ 80 from his parents for the tools, spare parts and shop. He earns US\$ 1 to US\$ 2.50 a day from servicing motorbikes and has a daily average of three to five customers. He opens his shop at 6 a.m. and closes it at 4 p.m. because his parent's house is far from the shop. He has not yet begun repaying his parents, but plans to begin soon.

Ron Sinath, 19 years old, used a US\$ 70 loan from his parents to set up a shop near their home. He makes about US\$ 2.50 a day, compared with the US\$ 4 a month he earned on the rubber plantation. From his monthly earnings he is able to repay a little of his parent's loan and buy spare parts. He works from 6 a.m. to 5 p.m.

The vocational training scheme also provided local contacts and linkages that can serve as a basis for future similar interventions by the IPEC project. In addition, the project also demonstrated to government-owned training schools in sewing and hairdressing that they have a role to play in combating child labour.

1.5.5 Increasing family income

Income-generating activities

A principal cause of hazardous child labour on farms and plantations is family poverty. Children may work to contribute to the family's income or because a parent's illness or injury means that the family's allotted work cannot be completed without the help of the children. They may work so that one or more of their siblings can go to school. Thus, breaking the cycle of poverty by directly empowering parents through income-generating activities is another important building block of sustainable action against child labour. A number of projects in rural areas have such a component as the following examples show.

- In an ECLT project in the Philippines, for which IPEC has an advisory role, educational grants for children are being complemented with income generating activities for adults. One hundred tobacco-farming families have received two-year scholarships for their children worth US\$ 355.⁹ Through close monitoring, the project is working to ensure that children from these families remain in school and are not employed in tobacco growing, with special attention paid during peak work periods in the tobacco season. Their parents, meanwhile, are being trained to develop income-generating activities to help cover schooling costs once the scholarship programme finishes. They will also receive financial assistance.
- Tanzania's Comagri project supported local initiatives to provide direct support to poor families whose children worked. This involved giving grants for income-generating activities to parents or guardians from 540 families of children withdrawn from work or those at risk of entering labour.
- Those receiving the funds, which were presented in front of community leaders and the children themselves, chose their own income-generating activities. These included poultry raising and growing vegetables or beans. Training in marketing, record keeping and other business skills was also provided. In some cases micro-finance institutions also funded the income-generating activities.
- In Nepal, following the Bonded Labour Prohibition Act, 2001, the Kamaiyas (bonded agricultural labourers) were legally free. However, many Kamaiyas became homeless as a result with no stable earning source after their freedom and resorted to sharecropping arrangements with their former landlords in return for agreeing that their children work as domestic servants

in the landlords' houses. To help break this new form of “bondage”, ILO IPEC's Sustainable Elimination of Child Bonded Labour Project successfully withdrew 644 (compared with a targeted 500) Kamalhari girl servants from their employers, reintegrating them into the family and into formal schools.¹⁰ Older girls who were not enrolled in schools were given a grant for income-generating activities.

1.5.6 Promoting micro-finance

Small, family businesses require credit if they are to survive and flourish; therefore, promoting local access to funds is important in income generation schemes.

- As part of IPEC's agricultural project in Cambodia, farmers formed self-help groups to provide micro-finance for supplemental income-generating activities. Parents in these groups agreed to withdraw their children from hazardous labour in the rubber plantation to allow them to attend classes at community learning centres followed by formal schooling or enrol in vocational training.

KTO implemented this project with a credit officer and community monitors to assist families in forming self-help groups and provide them training on credit and savings processes, child labour and child rights. Villages form credit committees made up of the village chief, a secretary and an accountant. These oversee the self-help group's credit activities, review loan requests and records and countersign each group's formal loan requests. Loans have to be repaid within six months after which the group can request another loan. If one member defaults on loan payments, the liability is shared out equally between the others.

The loans of about US\$ 50 are just enough to start up/expand a small enterprise, such as a sewing or firewood business or for purchase of two to three farm animals or for renting land for peanut growing.

As of March 2005, there were about 203 families in 24 self-help groups, compared with an original target of 170 families. So far loan performance has been very good.¹¹ Moreover, members have succeeded in increasing their incomes and the self-help groups generated savings. For example, each of six self-help groups in two villages amassed about US\$ 200 in savings, or about US\$ 15 per month. Members' earnings more than made up for the amounts that children earn as plantation workers. The scheme greatly benefited both the families who took part and the plantation communities.

Two features of the communities involved contributed in particular to the success of the scheme. First, all those who joined the self-help groups were rubber plantation employees with a regular source of income that served as loan collateral and could be used

for loan repayments if necessary. Second, plantation management allowed workers to use small areas of land near their homes for other activities.

1.5.7 Providing water for irrigation

Water is vital to agricultural production and globally agriculture is the main user. Improving farmer access to water, irrigation, and water conservation and storage is important for maintaining and increasing agricultural production, increasing food security, improving access to good quality drinking water and ensuring sanitation.¹² In South Africa, for example, IPEC is working with governments and NGOs to dig wells and provide micro-pumps in villages. Improving the water supply in this way also means that children – especially girls – do not have to carry water for long distances, which is a burdensome and time-consuming task.

1.6 Improving safety and health standards in workplaces and strengthening legislation

IPEC's agricultural projects usually involve both upstream and downstream activities to improve levels of safety and health protection in the workplace for children who have reached the minimum legal age to work, which can be from 14 to 17 years depending on the country. This often includes workplace monitoring and training for various stakeholders.

- In the Comagri project in Tanzania, implementing agencies, leaders and the public collaborated with trade unions and employers to press for safe and healthy working conditions for child labourers aged 14 to 18 working on plantations. Achievements in this area included revisions of labour policy and amendments of labour laws concerning commercial agriculture and their translation into Swahili. Government officials worked with labour inspectors, local communities and child labour committees to improve monitoring of workplace health and safety. An inspection guide on child labour was developed and distributed to all labour officers in the country.
- A good example of social dialogue to improve safety and health standards and eliminate hazardous child labour in agriculture is in the area of grassroots training. To help farmers play a greater role in child labour issues in their villages, communities and districts, IPEC and the ILO's Bureau for Workers' Activities (ACTRAV)¹³ and the General Agricultural Workers Union of Ghana, jointly trained a pilot group of 20 Ghanaian farmers as trainers on elimination of hazardous child labour in agriculture. These farmer trainers are now running training sessions and giving awareness-raising talks on child labour to local groups varying from fellow farmers, villagers, chiefs, district level officials, representatives from local agricultural producer

organizations and outgrower schemes. As part of their training, they pilot tested and, based on their feedback, helped finalize IPEC's *Training resource pack on the elimination of hazardous child labour in agriculture*.¹⁴

The Ghana Employers' Association (GEA) has expressed interest in helping with the farmer training of the trainers programme. The GEA and GAWU are already cooperating in assisting the strengthening of smallholder and outgrower associations at the plantation level to undertake child labour activities, linked to an employer's project on child labour in commercial agriculture (see also box 6 in Chapter 3)

The capacity of the General Agricultural Workers Union (GAWU) has been increased in both organizing activities to combat child labour and recruiting small farmers as members. The support that GAWU is giving to the farmer trainers back in their villages and communities is also helping the union to build links with district officials and child labour child committees, which allows it to participate more effectively in local child labour monitoring programmes.

1.7 Developing community-based child labour monitoring schemes

Child labour monitoring (CLM) is an evolving area of child labour work closely linked to the enforcement of national child labour legislation. The task of CLM is to mobilize and train community members to monitor child labour and link the monitoring activity to local government and official enforcement systems so that the information on child labour can be used effectively. The monitors must be given a clear mandate and the authority necessary to fulfil their duties (see box 3), although most of their role involves changing attitudes rather than enforcing laws.

Box 3: Child labour monitoring

Child labour monitoring involves the identification, referral, protection and prevention of child labourers through the development of a coordinated multi-sector monitoring and referral process that aims to cover all children living in a given geographical area. Its principal activities include regularly repeated direct observations to *identify* child labourers and to determine risks to which they are exposed, *referral* of these children to services, *verification* that they have been removed and *tracking* them afterwards to ensure that they have satisfactory alternatives.

In agriculture, CLM uses a wide range of partners such as civil society organizations and NGOs with much of the emphasis put on prevention and raising awareness of the ill effects of child labour. This type of community-based monitoring is often operated in rural areas and those child labour sectors where the physical withdrawal of children from the worksite is not possible as in the case where the children live with their families on small-holder farms.

- Ghana is the first country to successfully implement a community-based system of child labour monitoring, primarily in agriculture, with IPEC support and technical assistance. In 52 communities in Amansie West, Atwima Mponau, Kassena Nankana, Sefwi Wiawso and Suhum/Kraboia/Coaltar districts, community child labour committees have been established, comprised of community leaders and members of religious, trade, economic, women's and youth groups. Monitoring teams were set up and, as of May 2005, two rounds of monitoring had been carried out. These have helped to withdraw children from child labour, establish which children were already being assisted and identify the hazards and risks children were being exposed to and other problems they faced. The credibility of the child labour monitoring system is evidenced by the Ghana Cocoa Board's commitment to complement the monitoring efforts and to draw up a national action plan to eliminate child labour in the cocoa sector.¹⁵
- CLM is being extensively pursued in the salt, fishing and rubber plantation sectors in Cambodia. National-level partners include the Ministry of Social Affairs, of Labour and Vocational Training and Youth Rehabilitation, as well as the National Sub-Committee on Child Labour. This has helped ensure that child labour issues are mainstreamed into national programmes as well the issuing of ministerial orders aimed at eliminating child labour in these sectors.

1.8 Strengthening the role of local government on child labour issues

It is widely acknowledged that district-level government involvement in child labour initiatives can be highly productive.¹⁶ Therefore, systematic building of local government capacity as part of a national strategy on child labour is a vital element in eliminating child labour. IPEC's work in commercial agriculture in Kenya has demonstrated the important role that district-level government plays in child labour initiatives, especially with regard to the formation of child labour committees. Through the project, a training guide¹⁷ has been written for these committees.

In IPEC's Comagri project in Tanzania, district officers and others with responsibility for combating child labour formed child labour committees made up of individuals from various departments, agencies and interests. In collaboration with local leaders, the committees identify working children and those at risk of entering the labour market prematurely. They advise on alternatives for children withdrawn from labour and provide information and data to the child labour monitoring system, which facilitates enforcement of laws.

Chapter 2: Initiatives by trade unions



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Agricultural trade unions often play an instrumental role in the elimination of child labour as the agricultural workers whom they represent and organize are at the very heart of the food production system on farms and plantations. International trade union organizations (to which national unions affiliate) and networks also complement trade union actions against child labour.

The ability of trade unions to perceive and respond to the problem of child labour obviously depends on their level of organization and resources. Numerous trade unions have realized that combatting child labour goes hand in hand with the attainment of basic trade union objectives – jobs, increased wages, improved working conditions and non-discrimination in employment. Rather than wait until they have developed the capacity to take direct action against child labour themselves, a number of trade unions have been very active in implementing campaigns to eliminate child labour, which both helps children and complements their other principal activities.¹

Trade unions are increasingly participating in partnerships, alliances and networks to tackle child labour in agriculture. These range from alliances with a single partner, such as a government, international agency, employers' body or transnational enterprise, to multi-stakeholder initiatives that include transnational enterprises and other stakeholders along the food/commodity supply chain (see

Chapter 5 for trade union involvement in such initiatives). These sorts of activities also include strengthening cooperation with employers on child labour through social dialogue. ILO-ACTRAV is implementing a child labour programme as part of the Norwegian Framework Agreement on Social Dialogue, which supports many of the country-level trade union activities referred to below (see box 4). IPEC also works with and supports trade union activities on child labour, cooperating with ACTRAV in many cases.

Box 4: ILO-ACTRAV's child labour project

ACTRAV's child labour project recognizes that trade unions can be instrumental in combatting child labour and they have been a major force historically against the practice. In all sectors where trade unions were and are active, there is little child labour and vice versa.

Besides combatting child labour in close coordination and cooperation with IPEC and other stakeholders, the exclusive role of the trade unions is to obtain bipartite or tripartite collective bargaining agreements or/and other political agreements with employers (and in some cases with governments). Through the ACTRAV child labour project, trade unions in the agricultural sector have reached collective agreements in Cambodia, Malawi, Mozambique, South Africa, Uganda and Zimbabwe.

2.1 Trade unions and direct action

A number of trade union initiatives to combat child labour have been carried out at the national and local levels over the past few years. Some of these are described below

- In a joint trade union, ACTRAV and IPEC project in Ghana, 20 smallholder farmers in the cocoa, oil palm, orange, rubber, maize, cotton, cassava fishing and rice sectors signed up for ACTRAV's child labour campaign "Make Your Farm A Child Labour Free Zone". The farmers also became members of the General Agricultural Workers Union (GAWU), boosting this trade union's capacity to tackle child labour. IPEC's training resource pack on elimination of hazardous child labour in agriculture was used here as well.
- GAWU also negotiated a collective bargaining agreement with the Ghana Oil Palm Development Company, committing management and the union to work together to eradicate child labour in and around plantations. As a result, for example, farmers in a community called Akenkase within the Company's catchment area, having undertaken continuous educational programmes using role-plays and other participatory methods, decided to stop using child labour. They have formed a labour pool so they can help out on each other's farms with harvests and other tasks.²
- In rural areas in Kyrgyzstan, almost all children work in the fields before and after school because low agricultural prices mean small farmers cannot pay for adult labour. A joint ILO-ACTRAV³ and International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers'

Associations (IUF) project is training trade union representatives to help them eliminate hazardous child labour in cotton, rice and tobacco production. The Kyrgyzstan Agricultural Workers Union, an IUF affiliate, has well developed infrastructures in all regions of the country which aid project implementation.

The project is also helping small farmers to increase productivity and income so that they will be able to hire adult workers. The union owns small plots of land in all seven regions, which are used for training small farmers. This land also serves as a guarantee for bank credits for farmers who want to convert to more sustainable forms of agricultural production and for developing micro-credit cooperatives for union members.

- In Tanzania, the Tanzanian Plantation and Agricultural Workers Union (TPAWU) has signed agreements prohibiting child labour on cut flower farms in Arumeru and Arusha. TPAWU's efforts benefited from a good working relationship between union leaders and cut flower farm owners. In Arumeru district, monitoring of implementation of the agreement was more effective as the union has branches on every cut flower farm. The branch leaders were also instrumental in monitoring and reporting back on child labour issues to TPAWU.

TPAWU also collaborated with other East Africa trade unions and the Solidarity Centre of the (US) AFL-CIO to run special training programmes on child labour.

- In the United Kingdom, the Transport and General Workers' Union (TGWU) and the British government's Health and Safety Executive (HSE), in partnership with Cardiff University School of Social Sciences, carried out a joint research project to improve child safety and health in agriculture. Two surveys were carried out, one dealing with awareness of child safety on farms and the other on the provision of rural childcare. This joint initiative is part of the TGWU's wider campaign to secure greater protection for children on farms. This includes pressing for legislative changes so that children under 16 are not allowed to operate farmyard equipment, such as tractors. The union is also seeking criminal penalties for adults who allow children under 16 years old to drive farm vehicles.⁴
- As children who work as domestics in urban areas often come from farming families, trade unions that work in rural areas, including agricultural workers' unions, can play a special role in helping protect child domestic workers. In the case of Sri Lanka, the Ceylon Workers Congress (CWC), which organizes agricultural plantation workers, is active in helping protect child domestic workers who are from plantation families. They also help prevent children under the minimum working age from entering child domestic labour.⁵

2.2 Trade unions at the international level

Trade unions also work through their international bodies and networks to combat agricultural child labour. This includes pressing for country-level ratification and implementation of ILO conventions on child labour and safety and health in agriculture.

National unions may affiliate on a sectoral basis to global trade union federations such as the IUF⁶. The IUF has targeted six major crops – bananas, cocoa, coffee, cut flowers, sugar and tea – for developing links between unions along the food chain, bringing together workers in all stages of the production process and eliminating child labour in crop production.

In addition to supporting the work of unions at country level on these crops, the IUF is involved in a number of international initiatives to ensure that core labour standards, including the prohibition of hazardous child labour, are respected during the production and trade of such crops. These initiatives include making “framework agreements” between the IUF and transnational (multinational) corporations, such as Chiquita Brands International Inc. in the banana sector. An important element in the IUF–Chiquita framework agreement, for example, is the company’s pledge to require suppliers, contract growers and joint venture partners to abide by minimum labour standards: freedom of association, the right to collective bargaining, the elimination of forced labour, the abolition of child labour and the elimination of discrimination.

The IUF is also actively involved in a variety of multi-stakeholder initiatives, some of which are described in Chapter 5 of this guidebook. The IUF helped set up and is now on the boards of directors of the International Cocoa Initiative and the Foundation for the Elimination of Child Labour in Tobacco. It is part of the trade union-NGO coalition that drew up the International Code of Conduct for the Production of Cut Flowers in 1998 and is now a key participant in the recently launched Fair Flowers Fair Plants label. The IUF also actively participates in the Common Code for the Coffee Community.

Global union federations work in turn with the International Confederation of Free Trade Unions (ICFTU), which is made up of national trade union centres. In 2001, the ICFTU launched the Global Union Campaign to Stop Child Labour, which promotes lobbying, awareness raising and an expansion of union membership and bargaining rights. Through the campaign, unions are seeking to encourage national governments to ratify and apply ILO Conventions on child labour and enforce national laws on education. They are targeting sectors and areas where children work and are building alliances at the national and international levels.⁷

IPEC has also provided funding and support for seminars and workshops on child labour run by the World Confederation of Labour (WCL)⁸ and its regional organizations such as DOAWTU in Africa.

Chapter 3:

Initiatives by employers' organizations

The most direct contribution that employers can make towards combating underage and hazardous child labour is within their own businesses. Employers are responsible for ensuring compliance with child labour laws and for controlling indirect employment of child labour through contractors, sub-contractors and suppliers. They must protect young workers by ensuring good safety and health conditions at work. They can also help governments and international bodies to develop policies and action plans that contribute to the elimination of child labour. They can forge alliances to raise awareness on the human, economic and social costs of child labour.

3.1 International Organisation of Employers

In 1996, the International Organisation of Employers (IOE)¹ adopted a resolution on combating child labour. It has also published the *Employers' Handbook on Child Labour*², containing practical information and examples of activities by national employers' organizations and a guide called "Challenges in addressing child labour: An IOE approach"³, which provides focus and clarity in the debate regarding areas for priority action, as well as the respective roles of governments and employers in the elimination of child labour. The IOE and the ILO's Bureau for Employers' Activities (ACT/EMP) are currently developing a practical toolkit for employers who wish to address child labour within their workplaces or in their supply chains.

3.2 National-level employer organizations

Since 2004, ACT/EMP has been coordinating a comprehensive programme in the commercial agricultural sector – "Capacity Building of Employers' Organizations on Child Labour". The programme, which aims to strengthen the capacity and participation of employers' organizations at the national level, is currently operational in Azerbaijan, Ethiopia, Ghana, Malawi, Mali, Mongolia, Uganda and Zimbabwe.⁴

The participating employers' organizations have undertaken surveys to investigate the incidence or extent of child labour as follows: Azerbaijan (cotton sector), Ethiopia (coffee and tea plantations), Ghana (palm oil and rubber plantations), Malawi (tea sector), Mali (cotton sector), Moldova (horticultural sector), Uganda (coffee sector) and Zimbabwe (tea sector).

These surveys have generally revealed a high prevalence of child labour in the supply chains but relatively few occurrences of child labour in the formal enterprises, as the latter seldom wittingly employ

underage children within their workplaces. Most of the child labour has been found among sub-contractors and out-growers on small family-run farms. The main challenge has hence been how to address this issue in an effective and sustainable manner.

The employers' organizations work with their member enterprises and other relevant stakeholders to develop strategies and local solutions aimed at tackling hazardous work and eliminating child labour in the supply chains. Some of the employers' organizations have set up child labour units, which provide advice and services to members and potential members and organize training and awareness raising activities aimed at sensitizing and mobilizing employers to take action in the fight against child labour. Several are also playing a greater role in government-led national committees on children's rights/child labour.

In addition to a steadily growing number of activities carried out by employers' organizations in collaboration with government and local partners such as workers, IPEC field staff and NGOs; concrete measures taken by employers under the capacity-building programme to date include:

- the inclusion of child labour clauses in the collective bargaining agreements of four oil palm/rubber plantations in Ghana;
- the signing of a joint statement between the Federation of Uganda Employers and two trade unions - the National Union of Plantation and Agricultural Workers (NUPAW) and the National Organisation of Trade Unions (NOTU) - to combat child labour in the agricultural sector;
- the Malawi Tea Association's adoption of its own child labour policy that calls on its members to refrain from employing children less than 18 years of age in the tea sector; and
- the setting up of welfare and/or community committees to monitor child labour in Malawi, Ghana, Uganda and Zimbabwe.

In Ghana, the ACT/EMP project is implemented by the Ghana Employers' Association's (GEA).

The GEA's rapid assessment survey found widespread use of child labour on five oil palm and rubber plantations, with the majority of children working on their parents' farms or out-grower farms supplying the plantations. Ages ranged from 8-17 years old; the average being just over 14 years. Their main tasks were carrying harvested fruit bunches; picking loose fruits; weeding, slashing, digging, pegging and brushing; making vegetation-free circles around the palm trees; collecting coagulated rubber latex from cups on the trees and carrying it to weighing stations, and carrying ladders, buckets, baskets, rubber sticks for replanting and other paraphernalia.

The main safety and health problems were physical wounds; spinal deformation and stunting from carrying heavy loads; skin diseases; respiratory tract infections; eye damage from falling particles and debris; plus the risk of malaria.

Poverty was viewed as the main reason for the high incidence of child labour with contributing factors being illiteracy, lack of access to education, diminishing family support and inadequate enforcement of child labour laws. While most child labourers were asked by their parents to work, others decided for themselves because they wanted to help support the family, pay school fees and/or earn pocket money. The study found a high school drop-out rate.

The Federation of Ugandan Employers (FUE) has been actively involved in combating child labour since 2001, starting in the tea sector through an ACT/EMP pilot project. FUE produced training and advocacy materials. The Federation conducted awareness raising and training workshops for 160 top tea plantation managers and 495 middle managers, and 660 change agents were trained to continue sensitizing the local communities after the project phased out. As a result, child labour has been greatly reduced and the productivity of the tea enterprises improved.

FUE and IPEC have also jointly implemented projects in the rice and sugar sectors. Child labour monitoring committees have been established in the local communities and 418 children withdrawn from child labour have since been supported with scholastic materials. Community and school-based income-generating projects for needy families have been set up to help the children stay in school. Agricultural enterprises in sugar and tea have incorporated clauses on child labour in collective bargaining agreements.

Since 2004, FUE's child labour project in the coffee sector has revealed a high incidence of child labour working in hazardous conditions among smallholders and on larger coffee enterprises. The Federation has conducted awareness raising sessions, trained trainers and produced training and information materials.

FUE's work has roused the interest of the larger coffee producers and processors as they have started to understand the consequences of child labour and the need to take action. It has also resulted in new members in the formal sector joining the Federation.

In El Salvador, IPEC and FUNDAZUCAR, an NGO set up by the employer's body, the Salvadoran Sugar Association, have been working together since 2003 to combat child labour in sugar cane, which is one of the country's principal crops and an important source of employment.⁵ Funding comes from the Inter-American Development Bank and the ILO.

Data collection was the first step. FUNDAZUCAR's good reputation with sugar cane plantation owners helped gain access to farms and target families who otherwise might have been reticent to cooperate.

Non-formal education centres were set up to provide complementary education activities, tutoring and recreational and cultural activities for children withdrawn from work or at-risk for child labour.

FUNDAZUCAR donates supplies – notebooks, pencils and athletic

equipment, etc. – and helps to train teachers so that child labour concerns are included in the curriculum.

Community leaders and teachers have been trained in child labour monitoring, and community networks have been created to track the extent of the problem.

The Association issued a directive in 2003 banning the use of child labour in its nine mills as well as on plantations that supply the unprocessed cane. Farms or cooperatives that still use child labour are fined through a reduction in cane prices whilst repeated violations can lead to an end in the business relationship with mills. A child labour monitoring systems has been set up in the mills. Each mill has hired social workers, who help to raise awareness on child labour and collaborate with Labour Ministry inspectors.

To develop alternative income sources for older child labourers, the Association also provides plots of land where they can raise produce, and provides training, fertilizers, technical assistance and help in marketing.

Chapter 4:

Initiatives by cooperatives

The cooperative sector is large and diverse. Cooperatives¹ are involved in many aspects of production, distribution and marketing and play a significant role in agriculture around the world. More than 50 per cent of global agricultural output is marketed through them.² In addition, a large share of the markets for agricultural commodities is handled by cooperatives and some enterprises are very large, particularly in grains, dairy, livestock and some export crops.

In developing countries, cooperatives have important roles in the rural economy, especially agricultural marketing and supply cooperatives (AMS), which are prevalent in Asia, South and Central America and Africa. AMSs provide farmers with agricultural inputs and sell their crops on to wholesalers, marketing boards, inter-cooperative partnerships, fair trade organizations or other types of overseas customers. Many also offer other direct services to members such as credit facilities, insurance and transportation. They may also contribute funds to help improve a variety of rural social services such as education, primary health, water and electricity supplies, care facilities and other community needs. AMS cooperatives are often the only providers of off-farm waged employment in rural areas.³

Cooperatives can tackle hazardous child labour in two main ways. Firstly, they can ensure that members and others who have business dealings with them do not use child labour either directly or indirectly. This means that in addition to banning the direct hiring of children, the cooperatives make sure that labour supplied by contractors and subcontractors does not include children and that agricultural produce supplied to the cooperative by outgrower farmers is not produced using child labour. Secondly, they can use their influence to combat child labour with other industries along the food supply chain.

- For example, in the United Kingdom, the Cooperative Group (CWS) Limited includes businesses ranging from food retailing to banking and finance, and is the world's largest consumer cooperative. The Cooperative Group's main activity is selling food through more than 3,000 stores. It has established a set of principles, or sound sourcing criteria, for its own brand products. On child labour these state, "Cooperative Group Limited suppliers shall not engage in or support the use of child labour. Specific consideration must be given to young persons between the ages of 15 and 18, particularly in respect of their hours of work and safety. Such young persons must not work at night or in hazardous conditions." CWS implements its own programme of monitoring suppliers. It uses a mixture of third-party social auditors and its own staff. In countries where

there are a significant number of suppliers, a workbook for suppliers is provided, spelling out in detail the link between the CWS's Code of Sound Sourcing and ILO standards. While suppliers would normally be helped to take steps to conform to the Code, in some cases CWS has declined further business where non-compliance has been particularly poor.⁴

- Similarly, Coop Italy, requires producers and suppliers of its own brand to sign up and comply with the SA 8000 standard, which aims not only to protect workers' trade union rights but also at elimination of child labour.

Chapter 5: Multi-stakeholder initiatives



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A recent trend in efforts to eliminate child labour in agriculture has been the emergence of multi-stakeholder initiatives concerning a specific crop and involving stakeholders along the food/commodity supply chain for that sector. A number of these have been developed over the past few years, notably for the banana, cocoa, cut-flower and tobacco industries. Some focus mainly on direct action to assist children and their families, awareness raising and capacity building of local agencies. Others concentrate efforts on a national and global level and feature codes of conduct and labelling schemes to pressure exporters and suppliers to ban the use of child labour and monitor its elimination.

5.1 Tripartite social forums for banana and flower production in Ecuador

In Ecuador, child labour is prevalent in the banana and flower sectors, although it has often been difficult to get acknowledgement of this from companies in these sectors.

- *Banana production:* The Social Forum for the Banana Production Sector, (Forum), set up in 2003, was the banana industry's response to a 2002 report by the NGO, Human Rights Watch, about child labour and obstacles to trade union membership in Ecuador's banana plantations. The report resulted in international pressure for banana certification, particularly for the American and European markets, to guarantee that bananas are produced without child labour and labour rights are respected.¹

The ILO subsequently became involved in the Forum² helping to develop it into a tripartite initiative based on social dialogue with effective trade union participation. An ILO baseline survey on child labour helped the Forum get underway and led to the banana producers acknowledging that child labour was a problem in their sector. The ILO's participation in the Forum, along with that of UNICEF, has helped to reduce tensions among banana producers, exporters and workers and to build consensus among these groups of the need to join forces to combat child labour. In May 2004, a Banana Sector Plan for the elimination of child labour was launched.

Activities carried out by the Forum to date include:

- carrying out a series of awareness-raising activities on child labour for trade unions, entrepreneurs, families and children;
- setting up a child labour inspection and monitoring system in the provinces of Guayas, El Oro and Los Rios, where the main banana producers are located;
- playing an important role in getting banana companies to agree to labour inspections on their farms and plantations.

Spin-off activities include private sector initiatives to improve family and community living standards in banana producing areas, which reflect the increased emphasis on social responsibility fostered by the Forum's activities.

- *Cut flower production:* In 2002, following Ecuador's ratification of ILO Convention No. 182, EXPOFLORES, the country's association of flower producers and exporters, became a signatory of a statement on eradicating child labour. International and consumer concern about the use of child labour in flower production in Ecuador and Colombia provided additional impetus for setting up the Social Forum for Flower Production (Forum)³ in 2005.

The ILO played a proactive role in creation of the Flower Forum, ensuring that it was tripartite in nature from the start, and continues to provide resources and technical assistance. An ILO baseline study helped companies to evaluate the extent of child labour in plantations and has provided the basis for the development of an action programme on elimination of child labour for the cut flower industry. As in the banana sector, one of the Forum's main successes is the promotion of social dialogue by getting government, companies and trade unions together around the same discussion table. Though it is too early to evaluate the Forum's effectiveness in tackling child labour, an increasing number of flower growers are now enforcing regulations in their enterprises regarding child labour.

Some lessons learned from these two Forums include:

- They are useful in developing social dialogue and consensus building between business and labour interests.
- Child labour provides a relatively easy area to achieve dialogue-based consensus, which could in turn stimulate consensus building on other labour topics.
- There is growing understanding that solving social problems is not solely a government function and that tripartite activities may be the most suitable way for dealing with the problem of child labour.
- International pressure is an important factor in spurring action on child labour. It would be difficult to establish similar forums in sectors that are not subject to such pressure.
- A period of capacity building and strengthening of the actors involved was an essential prerequisite for creation of the Forums. The role of the ILO and other international organizations in providing support for capacity building was crucial.
- Strong Ministerial support, especially during the process of creation, is also crucial.

5.2 The International Cocoa Initiative

The public and international outcry that followed media reports in 2000 of trafficking of children for labour in slavery-like conditions on cocoa plantations in West Africa led to the drawing up of the Protocol for the Growing and Processing of Cocoa Beans and their Derivative Products in 2001 (Cocoa Industry Protocol). The Protocol was developed in consultation with the global chocolate industry and other international stakeholders, including the ILO, and in partnership with US Senator Tom Harkin and US Congressman Eliot Engel.⁴

One of the outcomes of the Protocol has been the creation of the International Cocoa Initiative (ICI) Foundation in 2002 by the global

chocolate industry in cooperation with other international stakeholders.

The industry-funded International Cocoa Initiative is a coalition⁵ of the global chocolate industry, international trade unions, and NGOs whose mission is “to oversee and sustain efforts to eliminate the worst forms of child labour and forced labour in the growing and processing of cocoa beans and their derivative products.” Its governing board is made up of six members each from industry and civil society, a Swiss journalist and a Swiss lawyer. The ILO helped with the setting up of the Foundation and is a member of its Advisory Council.

Pilot ICI projects with a research focus are underway in Cote d’Ivoire and Ghana, the world’s two largest producers of cocoa. In Cote d’Ivoire, the ICI is supporting the Ivorian government in its efforts to develop laws on trafficking. It is helping a group of experts to develop a workable approach to “social protection” (a term which is used to describe the process of identifying cases of worst forms of child labour, withdrawing these children from work and providing the support they then need). It has supported three government planning workshops on the worst forms of child labour and one on determining hazardous practices which led to a detailed elaboration of proscribed practices in the cocoa sector. Civil conflict in the country has made it difficult however for the ICI to work on the ground.

In Ghana, the ICI is supporting the efforts of the Cocoa Board to make child labour a mainstream issue in the country. The Board has appointed a desk officer and is liaising closely with the national child labour unit. A research study is being carried out to help determine the best approach to social protection for cases of abuse identified in the field.

5.3 Cocoa certification and verification

The Cocoa Industry Protocol also provides the basis for another initiative on child labour by the global chocolate industry, namely, the development of a certification and verification scheme for the cocoa sector to reduce the use of child and forced labour in cocoa production. This work is being spearheaded by the chocolate industry’s Global Issues Group, and a Cocoa Verification System Working Group⁶ has been set up. The ILO has participated in the overall scheme through development of pilot child labour monitoring interventions under its West Africa Cocoa and Commercial Agriculture Project to Combat Hazardous and Exploitative Child labour (WACAP). The Protocol called for a certification and verification scheme to be in place in selected producer countries by July 2005, but this deadline has been extended to July 2008 and the work to establish a cocoa certification and verification scheme continues.

5.4 The Elimination of Child Labour in Tobacco Growing Foundation

In response to growing pressure globally to combat child labour in tobacco production, an international coalition of tobacco growers, manufacturers and a global trade union federation established the Foundation on the Elimination of Child Labour in Tobacco Growing in 2002.

In a series of agreements from 1999-2000, the three founding organizations, the International Tobacco Growers Association, British American Tobacco and the IUF pledged to work together against child labour in tobacco growing and to involve all the sector's stakeholders. The industry-funded Foundation now includes most of the major tobacco manufacturers.⁷ The ILO participated in the Foundation's creation and is a member of its Advisory Council.

The Foundation develops independent research on the conditions and level of child labour in tobacco growing, supports and funds local and community-based projects and establishes and shares best practice and lessons learned. Examples of its project work include:

- *Malawi:* A mid-term evaluation⁸ of an ECLT project targeting the improvement of living conditions in 60 tobacco-growing villages in Dowa and Kasungu districts found that the project:
 - increased school enrolment by 32 per cent and decreased drop out by 64 per cent;
 - led to former full-time child labourers attending school at least in the morning; and
 - cut both the time children spent collecting water and the incidence of water-borne diseases by providing safe water through the digging of shallow wells.

Another project constructed a junior primary school and provides running costs. Opened in 2004, approximately 150 of the school's 322 pupils attended school for the first time. An internal evaluation concluded that the project had helped mobilize the local community in support of the school, and in promoting improved⁹ school attendance, at least in the short run.

- *Philippines:* Since 2003, ECLT has worked with Philip Morris International and the Philippine Ministry of Labour and Employment to reduce child labour in 100 villages through awareness raising, increased access to education and income-generating projects for the poorest farmers. By the end of 2004, 100 tobacco-farming families had received the first part of a two-year scholarship worth US\$ 355.¹⁰ The parents are being trained to develop income-generating activities to help cover schooling costs once the scholarship programme finishes.
- *Tanzania:* Starting in 2003, an ECLT and ILO project to combat child labour in tobacco-growing villages focussed on promoting

education, training farmers and helping to bolster family incomes. By April 2005, 717 children (40 per cent of whom are girls) had been withdrawn from labour and reintegrated into primary school.¹¹ Fifteen new classrooms had been built, or were in the process of being built. Sixty-two children had attended vocational training institutes, with an additional 180 children due to go through similar training.

- *Uganda:* The project in the Masindi region involves campaigning to change attitudes toward child labour, getting children out of the workplace and into to school and constructing a vocational skills training institute. In the first 15 months of the project, workshops had been held with 7,000 tobacco farmers, teachers, parents and children, compared with a target of 2,500 participants. Ninety-one child labour committees were formed. School enrolment and attendance were up 10 per cent and 28 per cent respectively, and absenteeism was down by 42 per cent. The vocational training institute opened in September 2005.

5.5 The Common Code for the Coffee Community

Produced in more than 60 countries, coffee generates income for more than 100 million people worldwide and is one of the world's largest trade commodities. About 80 per cent of coffee is produced by small farmers, and the remaining 20 per cent on large coffee plantations.

The Common Code for the Coffee Community is a broad-based initiative that grew out of concern about the steep drop in prices paid to coffee producers in the 1990s, which resulted in many growers receiving prices below the costs of production. Faced with this situation, the German Coffee Association (DKV) and German Development Cooperation (GTZ) launched the idea of establishing a Common Code on behalf of the German Ministry for Economic Cooperation and Development (BMZ).

The Common Code's participant organizations include:

- *Trade and industry:* coffee roasting and processing companies, traders;
- *Coffee producers:* plantation companies, small farmers organizations;
- *Civil society organizations:* trade unions, NGOs, development bodies;
- *Extraordinary members:* interested parties not covered above e.g. World Bank, Utz Kapeh. The International Coffee Organization's future relationship to the Code remains to be defined.

The Code is described as “a market-based and open initiative to promote and encourage sustainability in the green coffee chain.” The Code calls for respect for human rights and ILO standards, environmental protection and economic viability. The Code states that

coffee production can only be sustainable if it allows for decent working and living conditions for farmers and their families as well as employees. It establishes a list of unacceptable practices, which includes the worst forms of child labour, bonded and forced labour and trafficking of persons, and forbidding workers to belong to a trade union. It stresses the need to protect the environment and conserve water and soil.

The Code provides for verification by independent third parties to ensure compliance. It contains a “traffic light system” to rate whether practices are in line with key social, environmental and economic principles. For example, regarding the principle that children have effective rights to childhood and education, the Code provides the following ratings: green if children’s rights to childhood and education are implemented; yellow if deliberate efforts to remove children from work and get them into education are evident; and red if there are no measures to encourage the education of children.

The drawing up, agreeing and publishing the Common Code was completed in 2004, and its provisions are now being tested through pilot projects. It is too early therefore to evaluate the Common Code’s effectiveness in eliminating child labour in the coffee sector.

5.6 Fair Flowers Fair Plants

The Fair Flowers Fair Plants label, covering environmental and labour standards in the international flower industry, was launched in 2005. The scheme came into being following a series of protracted, and sometimes difficult, negotiations between flower producers and flower marketing organizations on the one hand, and the International Flower Coordination¹², a network of trade unions and non-governmental organizations, on the other.

This labelling scheme was an outgrowth of earlier efforts to improve labour and environmental practices in the industry. In 1998 the International Flower Coordination drew up the International Code of Conduct for the Production of Cut Flowers as a response to poor flower-industry codes, these codes themselves being a response to trade union and human rights group campaigns against poor working conditions in the cut flower sector. The International Flower Coordination felt that the existing industry codes were serving mainly to “greenwash” the industry, especially on pesticides issues, and were not effective in view of reports of unsafe environmental practices and unfair labour conditions coming out of Colombia, for example.

The International Code of Conduct for Cut Flowers prohibits work by children “under the age of 15 or under the compulsory school-leaving age, whichever is higher.” Children below the age of 18 are not allowed to work in hazardous conditions. This Code also says that “adequate transitional economic assistance and appropriate educational opportunities shall be provided to any replaced child workers.”

Using its Code, the International Flower Coordination first began discussions with the German Flower Importers Association (BGI) on improving the BGI's own code, which resulted in the German Flower Label Programme. The International Flower Coordination then began discussions with the Dutch Flower Auction Standards (MPS) which led to the improving of the MPS's own code, especially in respect of its “Social Chapter”.

A period of several years of negotiations then followed between the flower industry, as represented by Union Fleurs, BGI, MPS and other producers¹³, and the International Flower Coordination, which finally led to the agreement to create the Fair Flowers Fair Plants label.

The International Code of Conduct for Cut Flowers is the “social chapter” of the labelling scheme. The environmental clauses are based on MPS standards and there is a working group to ensure harmonization on pesticides standards.

Chapter 6:

International agricultural agencies and organizations: Perspectives and activities on child labour

International agricultural agencies and other organizations concerned with agriculture can play important roles in eliminating of child labour. These organizations represent an important conduit to the national level because of their close contacts with national ministries or departments of agriculture, agricultural extension services, farmers' organizations and cooperatives, agricultural producer organizations, agricultural research bodies and so on.

In this chapter, four international agricultural organizations provide reviews of their policies, perspectives, programmes, projects and other activities that relate to child labour issues. While initiatives to tackle child labour are not a central issue in their work, analysis of their current programmes and activities show that they have in fact much to contribute.

One of the objectives of this publication on guidance on policy and practice is to encourage and support these organizations to further integrate child labour elimination in their policies, programmes and activities.

6.1 Food and Agriculture Organization (FAO)

The Food and Agriculture Organization of the UN (FAO) leads international efforts to end hunger. The FAO helps member nations to improve agriculture, forestry and fisheries practices, to ensure good nutrition for all, and to promote rural development to achieve food security and poverty reduction.

The FAO's work is of great relevance to the issue of hazardous child labour in agriculture, and now, in collaboration with the IPEC, it is identifying how to better focus and direct activities that could contribute to reducing hazardous child labour and address the specific vulnerabilities faced by children in agriculture.

The FAO recognizes that the causes of child labour are rooted in the livelihoods systems of rural areas and are affected by the economic vulnerability of families, their access to resources and services and other social, economic and institutional factors. Generating alternative income sources for households may reduce the need for children to work. This can be achieved through livelihoods diversification, enterprise development, employment and income generation, creation of alternative income generation opportunities¹, improvement of labour

productivity, promotion of agri-business, promotion of innovative solutions to service delivery in rural areas, and strengthened participation of smallholders in the market economy.

Some examples of the FAO's work that can contribute to the elimination of child labour are described below.

6.1.1 Good agricultural practice and social/labour standards

The FAO's Global Principles of Good Agricultural Practices (GAP) include social aspects of production, such as labour standards and use of child labour. ILO and especially IPEC could provide assistance in refining the principles and in helping identify the best ways to sensitize the private sector on social GAP principles.²

6.1.2 Promoting sustainable agriculture and rural development

With government support, the FAO is working with stakeholder organizations in the promotion of sustainable agriculture and rural development (SARD), of which the SARD Initiative is a good example. The Initiative is an alliance between civil society, represented by the Major Groups (as per Agenda 21), and governments and intergovernmental institutions, which links policy to action on sustainable rural development.³ Promoting fair conditions of employment in agriculture is one of the Initiative's three thematic areas, and tackling child labour could be a work item under this theme.

6.1.3 Reinforcement of rural institutions and capacity building

The FAO's capacity building activities for rural organizations, including cooperatives, micro and medium enterprises, and national institutions, contribute to creating an enabling environment for interventions aimed at eradicating child labour. The FAO is currently investigating how its expertise on institutions could support workers' unions, especially in the area of service provision and health and safety measures and other social support services.⁴

6.1.4 Pesticides management

Through its efforts to improve pesticide management internationally, the FAO can help protect child labourers as these chemicals are one of the main hazards they face. The FAO, for example, implements the FAO's International Code of Conduct on the Distribution and Use of Pesticides and helps strengthen national systems of pesticide management. It also promotes non-chemical means of pest control such as Integrated Pest and Production Management techniques through Farmer Field Schools.

6.1.5 HIV and AIDS in agriculture

The FAO's Initiative in Support of AIDS Orphans and Vulnerable Children recognizes that HIV and AIDS impacts negatively on children in a variety of ways: losing their parents, being forced into work, losing

skills that would otherwise have been learned by being in contact with their parents, losing access to assets, deteriorating livelihoods, having to take responsibility for the household and younger siblings at a very early age, and increased vulnerability to exploitation and harassment.

The FAO, the World Food Programme and other partners have jointly piloted the Junior Farmer Field and Life Schools in selected African countries. The Schools designed specifically for HIV and AIDS orphans and other vulnerable children, with the aim of providing a space for skills learning and reinforcement of social cohesion.

6.1.6 Fisheries

An FAO study on West African inland and marine fisheries highlighted the large use of child labour in fisheries in that region. This was one of the findings, for example, of a 2002 poverty profile studies on Lake Volta in Ghana. Trafficking of child labourers in fisheries is increasingly recognized as an important issue, particularly in India, Bangladesh, and West Africa. As the incidence of the problem is still unknown, the FAO is considering undertaking case studies to raise awareness in the fisheries development context.

6.1.7 Land tenure

Access to land and other productive resources are key to sustainable livelihoods. Children are rarely recognized in terms of rights of ownership and access to natural resources. Important steps towards addressing these issues would be: the harmonization of traditional and communal land tenure systems and the recognition and formalization of rights of access to natural resources, especially of vulnerable groups, including the youth.

Specific areas of FAO work that could provide impact on policies of eradication of child labour in agriculture are: land tenure policies to improve access to land by disadvantaged groups, including children, as they can contribute to generation of employment and self-employment in rural areas.

6.2 International Fund for Agricultural Development (IFAD)

The International Fund for Agricultural Development (IFAD) is a specialized agency of the United Nations, established to finance agricultural development projects primarily for food production in developing countries.

IFAD is dedicated to eradicating rural poverty in developing countries. Seventy-five per cent of the world's poorest people – 800 million women, children and men – live in rural areas and depend on agriculture and related activities for their livelihoods. Working with the rural poor, governments, donors, non-governmental organizations and many other partners, IFAD focuses on country-specific solutions that

increase the rural poor's access to financial services, markets, technology, land and other natural resources.

IFAD's activities are guided by the Strategic Framework for IFAD 2002-2006: Enabling the Rural Poor to Overcome their Poverty. The framework's three strategic objectives are to:

- strengthen the capacity of rural poor people and their organizations;
- improve equitable access to productive natural resources and technologies; and
- increase rural poor people's access to financial services and markets.

Underlying these strategic objectives is IFAD's belief that rural poor people must be empowered to lead their own development if poverty is to be eradicated. Poor people must be able to develop and strengthen their own organizations so they can advance their own interests and dismantle the obstacles that prevent many of them from creating better lives for themselves. They need to be able to strengthen their bargaining power in the marketplace and to have a say in the decisions and policies that affect their lives.

6.2.1 Child labour links to the IFAD's work

Child labour is pertinent to IFAD's mandate because it is both a cause and a result of rural poverty and links up directly and indirectly to IFAD's programme of work in various ways:

- **Poverty reduction:** IFAD's work to improve access to resources can help break the cycle of rural poverty and contribute to the achievements of all the Millennium Development Goals.
- **Promoting market access and income generation for farmers:** With increased incomes, farming households are less likely to need to supplement household income by sending their children to work.
- **Education:** With increased incomes, poor families are more likely to be able to afford school fees and send their sons and daughters to school.
- **Improving farm production:** By supporting value-added production through improved technology and innovations, children are less likely to be needed for low-skilled and hazardous labour.
- **Policy dialogue at global, regional and national levels:** Child labour will decrease as more attention and resources are allocated to rural development.
- **Partnerships with rural organizations:** By working in close consultations with the organizations of farmers, indigenous and tribal peoples, and other groups in rural areas, the risk will be decreased that the children of vulnerable rural households will work as child labourers.

6.3 International Federation of Agricultural Producers (IFAP)

The International Federation of Agricultural Producers (IFAP) is a world farmers' organization which, currently, represents more than 600 million family farmers with a membership of 110 national farmers' organizations in 75 countries around the world.

IFAP's vision is a world free from hunger, in which farmers and their families are able to live decently from their work. IFAP's mission is to develop farmers' capacities to influence decisions that affect them at both the domestic and international levels. Through its action, IFAP helps to secure the fullest cooperation between organizations of agricultural producers in meeting the optimum nutritional and consumptive requirements of the peoples of the world, and helps to improve the economic and social status of all who live by and on the land.

6.3.1 Building awareness about hazardous child labour in agriculture

IFAP is increasingly involved in discussions on labour standards and codes of good farming practice, especially as they relate to achieving a fair return for the work of farm families, as well as their implications for international trade issues. The work on children in agriculture is a key part of this discussion. At its 145th session in April 2005, IFAP's Executive Committee decided to engage a process of cooperation with the ILO to address the question of hazardous child labour in agriculture.

The situation of farm families around the world is highly varied, including marked cultural, social and economic differences, and this is reflected in the membership of IFAP. However, they share a long history of all members of the family contributing to the farm chores, as appropriate. Family members of different ages work together as an integral part of the farm support system. The particular chores of younger family members depend on their age, motor skills, level of training, etc., but because of their upbringing they have all learned skills to take part in farming activity. Every family has the best interests of their children at heart, and tasks on the family farm that are not hazardous, like picking coffee or tea, or tending to goats and sheep, are often given to younger members of the family as the most appropriate work for them.

6.3.2 Developing ILO-IFAP cooperation on education and training to eliminate hazardous child labour in agriculture

In order to ensure a sustainable future for agriculture, it is important to have a healthy, skilled and educated work force. IFAP therefore cooperates with the ILO on activities on the ground and at the policy level to eliminate hazardous child labour from agriculture. Every national government should work with the farmers' organizations in their country on processes at local and national level to identify what are the concerns, and what are the appropriate age levels and types of

training required for different tasks on the farm. It requires education and peer support to change behaviour, not just making a new law. Action is required by farmers' organizations to sensitize farm families to hazardous child labour problems and how to address them.

Areas of potential collaboration with the ILO on child labour would include identifying mechanisms through education and training to make all farmers aware and responsible in terms of the part their children play in their farming activity. International laws and standards are important for motivating change, but they should be written with sufficient flexibility if they are to be applicable in practice to the wide variety of different situations that exist in agriculture worldwide.

6.3.3 Poverty and hazardous child labour in agriculture

In many developing countries, farmers are among the poorest groups in society. Not only do they lack resources to correctly feed their families, but they often lack knowledge of farm hazards and risks. Particular programmes should be developed with farmers' organizations to address these needs.

As a result of poverty, poor families often oblige their children to leave school and take employment. This is a problem that needs to be addressed in two dimensions. The first is to attack the causes of poverty, through giving priority to agriculture and rural development and empowering of farmers so that they are able to obtain fair prices for their products. IFAP is engaged in advocacy work to achieve this. Governments have the responsibility to create the economic conditions for parents in poor families to see their way out of the poverty trap without putting their children into the workforce at an early age. Governments also have the responsibility to provide free education, or education at a nominal cost that parents can afford, and to give encouragement for children to attend school.

The second response is to control unscrupulous employers that exploit child labour for low wages. The law should be able to safeguard children from this kind of exploitation, while farmers receive clear awareness training of the long-term disadvantage to the children. In this situation, IFAP advocates for strict labour laws appropriate to local conditions and regular site inspections to enforce them.

6.4 International Food Policy Research Institute (IFPRI) – Consultative Group on International Agricultural Research (CGIAR)

The following text contributed by the International Food Policy Research Institute (IFPRI) also represents input from the Consultative Group on International Agricultural Research (CGIAR).⁵

The IFPRI⁶, one of the 15 centres of the CGIAR, provides policy solutions to cut hunger and malnutrition. It thus contributes to the CGIAR mission of achieving "sustainable food security and reducing

poverty in developing countries through scientific research and research-related activities in the fields of agriculture, livestock, forestry, fisheries, policy and natural resources management.”

6.4.1 Research related to issues of child labour in the agricultural sector⁷

As the majority of the work of the CGIAR centres relates to the agricultural and rural sectors in developing countries, child labour is a pertinent issue to the CGIAR mission. IFPRI and the other centres of the CGIAR have recognized this and have engaged in research activities to better understand the problem and investigate sustainable solutions. So far, the CGIAR centres have contributed to this research agenda by:

- surveying the extent and exploring the causes of child labour in rural areas;
- looking at the implications of child labour in terms of rural school enrolments and its role in the intergenerational transfer of poverty;
- investigating policy options to reduce the incidence and extent of child labour in rural areas through evaluations of existing programmes in developing countries; and
- researching agricultural technologies that can reduce household labour requirements associated with annual cropping in order to reduce the pressure on child labour.

On the causes of child labour in the agricultural sector and more generally in rural areas, multiple studies have found that child labour is strongly linked to poverty and subsistence needs of households. One such study conducted by IFPRI in Nepal, Zimbabwe and Peru found that across the board, improved labour conditions for adults (especially women) in the form of increased work opportunities and better wages, translated in a reduction of the incidence of child labour as well as in increased school enrolment for children.⁸ Another project carried out by the International Institute for Tropical Agriculture (IITA) found similar results in cocoa producing households in West Africa.⁹

In order to break this vicious circle of poverty and child labour, some developing country governments have introduced direct transfers to vulnerable communities in the form of conditional cash transfer programmes and/or food for education programmes to increase the incentives for parents to enrol their children in school and also to have them attend regularly. IFPRI has conducted extensive qualitative and quantitative evaluations of some of these programmes. One such evaluation of the Red de Protección Social (RPS), a conditional cash transfer programme targeted towards households in extreme poverty in rural Nicaragua was undertaken in 2002. The study¹⁰ showed that RPS (implemented in 2000) contributed substantially to increasing schooling enrolment and reducing child labour for school age populations. The percentage of children aged 10-13 years who were

working was 9 percentage points lower in 2002 than in 2000. The average number of hours of work was also reduced from about 15 hours a week to 10 hours. The percentage of exclusive schooling increased from 59 per cent to 84 per cent. In Bangladesh, a school feeding programme, launched in 2002, raised enrolment by 14.2 per cent and increased school attendance days by 1.3 days a month.¹¹

The intensity and types of work that children are involved in is also a matter of concern. An IITA project found that in West African cocoa farms, children were engaging in a number of hazardous tasks such as applying pesticides and weeding using dangerous tools.¹² Some CGIAR centres are committed to researching labour-saving technologies, which may be relevant to reducing the pressure on children's work. For example, the World Agroforestry Centre (ICRAF) is currently collaborating with aid agencies and NGOs in Uganda and Malawi to reduce labour constraints through agroforestry research in HIV/AIDS prone communities, concentrating in particular on orphan-led households.

In addition, other types of assistance to vulnerable communities can help in reducing the incidence and intensity of child labour. The IFPRI study conducted in Nepal, Zimbabwe and Peru found that higher average educational expense at the community level is associated with improved school enrolment and reduced child employment and intensity of work.¹³ Providing poor households with credit, especially in times of crisis, is another form of support that can make a difference. Further, investing in adult education is important, as higher educational achievement of parents is positively associated with increased school enrolment for children and lower child employment.¹⁴

Child labour on small farms and in the related households of developing countries cannot be effectively addressed by regulations but must largely be addressed through changes in incentives and communication. Incentives for schooling and technological improvement in agriculture are important elements of sustainable child labour reduction strategies in agriculture.

Notes

Introductory Note

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Chapter 1

- 1 *H. Shelukindo: Documentation of good practices in combatting child labour in commercial agriculture in Tanzania* (Geneva, ILO, 2004).
- 2 *IPEC: Success stories on the elimination of child labour in agriculture: The Ecuadorian case* (Geneva, ILO, 2005).
- 3 *IPEC: Indonesia: Attitudes to Child Labour and Education* (Jakarta, ILO 2005) and Taylor Nelson Soffres (TNS), quoted in ILO Press release, 13.06.2005.
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- 9 See
http://www.eclt.org/activities/projects/philippines_updatedec04.html.
- 10 *IPEC: Sustainable Elimination of Child Bonded Labour in Nepal* (project document) (Geneva, ILO, 2005).
- 11 *IPEC: Crossroads to Development: Success stories on hazardous child labour in agriculture* (ILO, Geneva, 2005), Table 2, page 7.
- 12 *ibid.*, p 90.
- 13 The joint work is being carried out and funded under a Norway-ILO Framework Agreement on Promoting Social Dialogue.
- 14 *IPEC: Training resource on the elimination of hazardous child labour in agriculture* (Geneva, ILO, 2005).
- 15 *IPEC: Combatting child labour in cocoa growing: progress and challenges*, ILO-IPEC presentation at the World Cocoa Foundation Partnership Meeting, Brussels, May 2005.
- 16 IPEC and the African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN): *Towards combatting*

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- 17 IPEC and the African Network for the Prevention and Protection against Child Abuse and Neglect. *Towards combatting child labour in commercial agriculture: A training guide for district child labour committees in Kenya* (Geneva, ILO, 2004).

Chapter 2

- 1 ILO ACTRAV: *Bitter Harvest* (Geneva, 2002), p 22.
- 2 Personal communication, Peter Hurst (IPEC) with Adwoa Sakyi (GAWU), 9 January 2006.
- 3 The ILO Bureau for Workers' Activities (ACTRAV) has produced a wide variety of publications on trade unions and child labour. A list can be obtained using this website address: [www.ilo.org/ACTRAV/General Activities/Child Labour](http://www.ilo.org/ACTRAV/General%20Activities/Child%20Labour).
- 4 HSE with TGWU: *Need Your Help on Child Safety in Agriculture*, HSE press release E106:04 (10 August 2004).
- 5 Source: Personal communication with Betsy Selvaratnam of the Ceylon Workers Congress (CWC), Sri Lanka and Gerald Lodwick, National Workers' Congress (NWC), Sri Lanka, 3 February 2006.
- 6 The IUF's network of 336 national affiliated unions organizes workers on farms and plantations, in food and drink manufacturing companies, and in hotels, restaurants and tourism and catering services around the world.

The IUF's 23rd World Congress in 1997 voted to adopt resolutions declaring that "child labour is a key area for trade union activity and that a strong labour movement nationally and internationally is essential to tackle this issue" and "that the elimination of all forms of child labour is the IUF's goal."
- 7 Additional information available from www.icftu.org.
- 8 The ICFTU and WCL are currently in the process of merging.

Chapter 3

- 1 The International Organisation of Employers (IOE) is an international-level organization that represents the interests of business in the labour and social policy fields and currently has a membership of 141 national employer organizations from 136 countries.
- 2 International Organisation of Employers in collaboration with the Bureau for Employers' Activities and the International Programme on the Elimination of Child Labour: *Employers Handbook on Child Labour, A Guide for Taking Action*, (Geneva, IOE, 2001, revised edition).
- 3 IOE : *Challenges in addressing child labour : An IOE approach*, adopted by the General Council of the IOE May 2005 (Geneva, 2005).

- 4 ILO-ACT/EMP: *Capacity building of employers' organisations on child labour. Annual progress report 2004*. (Geneva, ILO 2005).
- 5 Source: Personal communication from Ben Smith, IPEC Chief Technical Advisor, El Salvador, 2005.

Chapter 4

- 1 A cooperative is both an enterprise and, as a membership-based and membership-driven organization, part of civil society. The prime purpose of all cooperatives is to meet the needs of their members, not to make a profit for shareholders. Much of the surplus earned by cooperative enterprises is used for social purposes. In some cooperatives, members also receive a dividend, which depends on the amount of their trade with the society, not the size of their shareholding. Cooperatives are governed on the principle of one member, one vote.
- 2 ILO with the Coop College and ICA: *Promoting cooperatives: A guide to ILO Recommendation 193* (Geneva, ILO, 2004) p 18.
- 3 Ibid., p 26.
- 4 Personal communication with Stirling Smith, College Associate, UK Cooperative College, 07.10.2005.

Chapter 5

- 1 Comité Nacional para la Erradicación Progresiva del Trabajo Infantil.
- 2 Membership: government representatives from the Ministries of Labour, Agriculture, Education, and Social Security; producers/employers - AEBE, Dole, Noboa, Wong, and the Corporacion para la Promocion de las Exportaciones e Inversiones (CORPEI); trade unions - The Federación Nacional de Campesinos e Indígenas Libres del Ecuador (FENACLE) is the main trade union involved; NGOs - one voting representative but other NGOs also attend meetings; ILO and UNICEF are official advisers to the Social Forum and attend meetings.
- 3 Membership: government representatives from the Ministries of Labour, Agriculture, Education, and Social Security; producers/employers - EXPOFLORES, the country's association of flower producers and exporters, acts as the representative for the flower industry; trade unions - the official representative organization is still to be nominated; NGOs: one voting representative but other NGOs also attend meetings; ILO and UNICEF are official advisers to the Social Forum and attend meetings.
- 4 Harkin-Engel statement on the cocoa/chocolate industry's effort to address the WFCL in cocoa growing. Press release, July 2005, <http://esponsiblecocoa.org/news/press-release-070105.aspx>.

- 5 Members: Mars Incorporated, Hershey Foods, Cadbury Schweppes and Nestlé; the European Cocoa Association and the International Confectionery Association (two trade associations representing cocoa processors, trade and logistics companies and global confectionery manufacturers respectively); the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), and the International Confederation of Free Trade Unions (ICFTU); the US National Consumers League; Free the Slaves and the Global March, organizations campaigning for the abolition of forced and child labour.
- 6 Cocoa - The Verification Working Group. See www.cocoaverification.org.
- 7 In addition to the ITGA, BAT and IUF, the Foundation's Board is made up of: Altadis S.A., Dimon Incorporated, Gallaher Group PLC, Imperial Tobacco Group PLC, Japan Tobacco Inc., Philip Morris International, Philip Morris USA, Scandinavian Tobacco Company, Standard Commercial Corporation, Tribac Leaf Limited and Universal Leaf Tobacco Co., Inc.
- 8 Available on <http://www.eclt.org>.
- 9 Available on <http://www.eclt.org>.
- 10 http://www.eclt.org/activities/projects/philippines_updatedec04.html
- 11 ECLT Foundation Tenth Board Meeting, Uganda and Tanzania, April 2005.
- 12 International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), and national agricultural trade unions and non-governmental organizations (NGOs) in Germany, Holland and Switzerland.
- 13 Including Flor Verde in Colombia, KFC in Kenya, and FLP in Germany.

Chapter 6

- 1 See http://www.fao.org/sd/dim_pe4/pe4_040501_en.htm.
- 2 See <http://www.fao.org/ag/magazine/0504sp3.htm>.
- 3 The Major Groups as established in Agenda 21, the blueprint for sustainable development in the 21st century, which was adopted at the UN Conference on Environment and Development, 1992, and are farmers, indigenous peoples, workers and trade unions, business and industry, women, youth, non-government organizations, local authorities, and the scientific and technological community.
- 4 See http://www.fao.org/sd/indef_en.htm.

- 5 The Consultative Group on International Agricultural Research is a strategic alliance of members, partners and international agricultural centres that mobilizes science to benefit the poor.
- 6 International Food Policy Research Institute, 2033 K Street, NW, Washington DC 20006, USA. Tel: 1-202-862-5600 * Fax: 1-202-467-4439 * Email: ifpri@cgiar.org * Web: www.ifpri.org.
- 7 For more information, contact Rajul Pandya-Lorch, Chief of Staff, Director General's Office and Head, 2020 Vision Initiative, Tel: (202) 862-8185; Fax: (202) 467-4439; Email: r.pandya-lorch@cgiar.org.
- 8 L. Ersado: *Child labour and school decisions in urban and rural areas: Cross-country evidence*. Food Consumption and Nutrition Division Discussion Paper No. 143. (Washington, DC, International Food Policy Research Institute, 2002).
- 9 International Institute for Tropical Agriculture: *Child labour in the cocoa sector of West Africa: A synthesis of findings in Cameroon, Côte d'Ivoire, Ghana and Nigeria*. Under the auspices of the USAID/USDOL/ILO Sustainable Tree Crop Program (STCP) (Yaoundé, Cameroon. 2002).
- 10 Maluccio, John (forthcoming). "Education and child labour: Experimental evidence from a Nicaraguan conditional cash transfer program". Prepared for, Orazem, P., G. Sedlacek, and Z. Tzannatos, eds.: *Child Labour in Latin America* (Washington D.C.: The World Bank and the Inter-American Development Bank).
- 11 A. Ahmed: *The impact of feeding children in school: Evidence from Bangladesh* (Washington, DC,. International Food Policy Research Institute, 2004).
- 12 International Institute for Tropical Agriculture, op. cit.
- 13 Ersado, op.cit.
- 14 ibid.

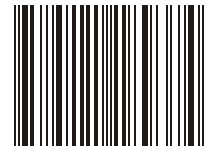
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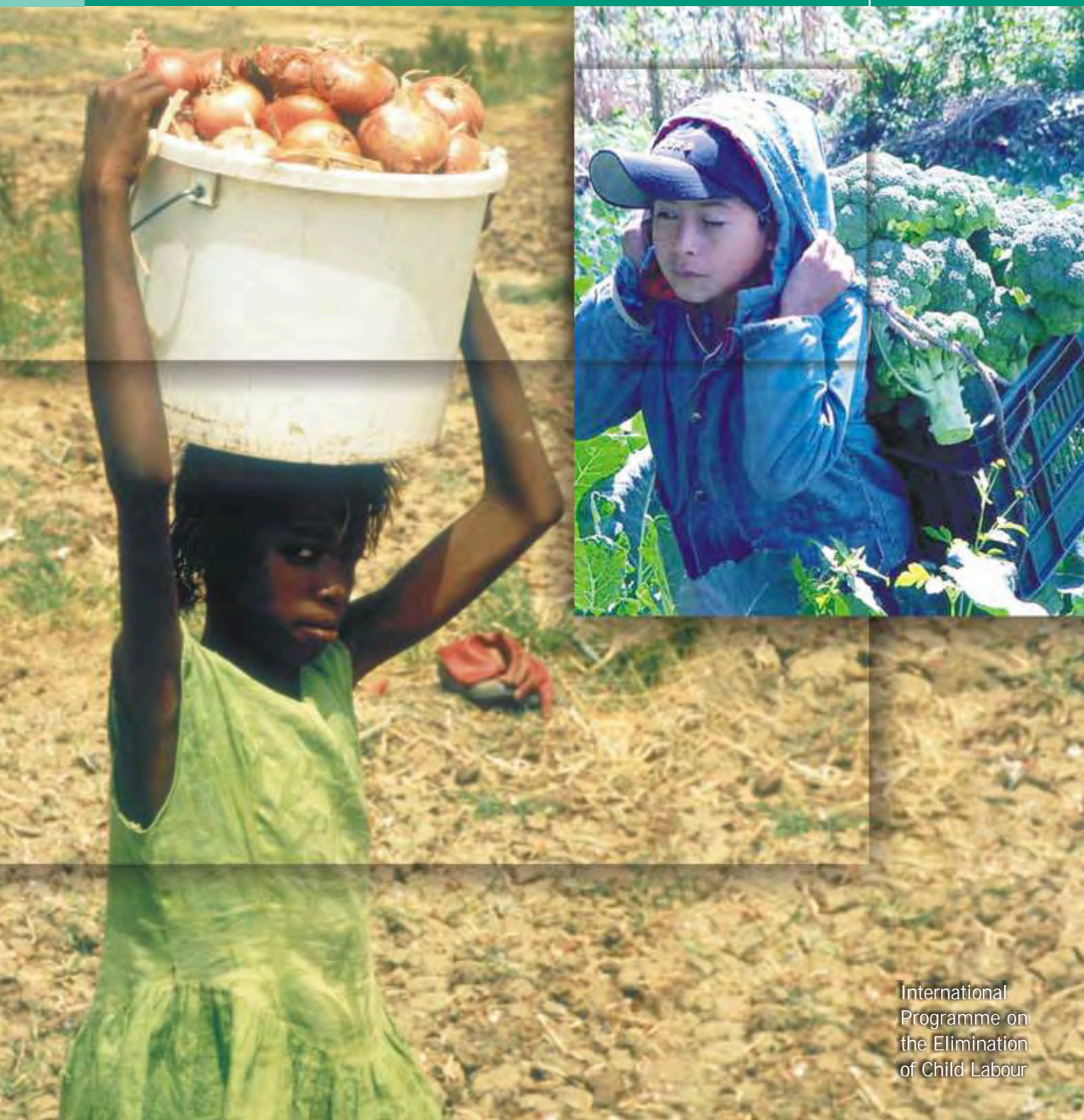
Tackling hazardous child labour in agriculture

Guidance on policy and practice

Training resources for use with guidebooks 1-4



International
Labour
Organization



International
Programme on
the Elimination
of Child Labour

Tackling hazardous child labour in agriculture: Guidance on policy and practice

Guidebook 5

Training resources for use with guidebooks 1-4



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Tackling hazardous child labour in agriculture: Guidance on policy and practice
Training resources for use with guidebooks 1-4

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Tackling hazardous child labour in agriculture

Guidance on policy and practice

Additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *User guide, including background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4.*

To supplement the five Guidebooks, additional information on tackling hazardous child labour in agriculture is provided on the CD-ROM as follows:

■ International Labour Organization (ILO) Conventions and their Recommendations

- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182); and Recommendation (No. 190).
- Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138); and Recommendation (No. 146).
- Convention concerning Safety and Health in Agriculture, 2001 (No.184); and Recommendation (No.192).

■ ILO International Programme on the Elimination of Child Labour: Publications

- IPEC: *Training Resource Pack on Elimination of Hazardous Child Labour in Agriculture* (Geneva, ILO, 2005).
- IPEC. *Bolivia - Child labour in sugarcane* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Ecuador - Child labour in flower plantations*. (ILO, Geneva), Rapid assessment, 2000.
- IPEC: *El Salvador - Child labour in sugarcane*. (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Coffee*. (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Child Labour in the Horticulture Sector in Arumeru District*. (ILO, Geneva), Rapid assessment, 2002.

- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tea*. (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tobacco*. (ILO, Geneva), Rapid assessment, 2001.

■ **ILO Bureau for Employers' Activities (ACTEMP)**

- *Rapid assessment on child labour in the horticultural sector in Moldova*. Moldovan National Federation of Employers in Agriculture and Food Industry (FNPAIA) and ILO ACTEMP, Chisnau, Moldova, 2005.
- *Rapid assessment survey report: Child labour in five commercial oil palm and rubber plantations in Ghana*. Ghana Employers' Association and ILO ACTEMP, 2005.

■ **ILO Bureau for Workers' Activities (ACTRAV)**

Bitter Harvest: Child labour in agriculture. ILO ACTRAV, Geneva, 2002.

■ **ILO SAFEWORK/CIS**

Links to *ILO Encyclopaedia on occupational safety & health*.

■ **Internet connection**

<http://www.ilo.org.childlabour>

Chapter 1: Setting the scene

1.1 Introductory Note

To assist policy/decision-makers involved in elimination of hazardous child labour in agriculture, The ILO's International Programme on the Elimination of Child Labour (IPEC) has produced a series of guidebooks entitled *Tackling hazardous child labour in agriculture: Guidance on policy and practice*.

In order to ensure that the IPEC *Guidance on Policy and Practice* is widely understood and applied, it is imperative that policy- and decision-makers go through some form of familiarization process with it and plan how to use it in their particular sphere.

Guidebook 5 has been developed to provide training activities to help experienced trainers with this familiarization process for policy/decision-makers.

1.2 Aims of Guidebook 5

The training resources in Guidebook 5 are designed to help experienced trainers to:

- train policy/decision-makers in their stakeholder organisations;
- assist policy/decision-makers in their organisations to understand and use IPEC *Guidance on Policy and Practice* in IPEC Guidebooks 1-4; and
- provide feedback to IPEC on guidebook usage; successes and challenges; and local examples.

1.3 Who is Guidebook 5 for?

Guidebook 5 has been developed for experienced trainers from stakeholder organisations who have a responsibility for training policy/decision-makers in connection with new developments. Trainers will be able to use the training activities in Guidebook 5 with the target groups identified in the User Guide (Section 3).

1.4 Structure of Guidebook 5

Guidebook 5 is divided into three chapters:

- **Chapter 1: Setting the scene** states the content and purpose of Guidebook 5.
- **Chapter 2: A menu of training activities for key policy/decision-makers** is intended for use by experienced trainers with the target groups that have been outlined in the User Guide (Section 3). The training activities are designed for collective learning experiences to ensure that policy makers

understand and can use IPEC Policy and Practice from Guidebooks 1-4 in their own country or region. The activities are accompanied by a brief trainer's note about the training activity and a reference to key text in the appropriate Guidebook.

- **Chapter 3: Feedback** provides structured worksheets for trainers to feedback to IPEC on: the use of the IPEC Guidebooks; successes and challenges; examples of the situation in their country/region with regard to hazardous child labour and progress towards its elimination.

(Additional information in CD-ROM format is provided for less experienced trainers to help them with educational methods for their training programmes – see the IPEC training resource pack, book1, Section 3).

1.5 How to use the menu of training activities in Chapter 2

IPEC realizes that trainers are busy people who may be given little time to devise educational activities and programmes within their organizations. The training activities provided in Chapter 2 have been devised to provide experienced trainers with a “package” of activities designed for a variety of different situations.

The activities are grouped in five subsections:

- Section 2.1: Background
- Section 2.2: Types of child labour
- Section 2.3: Causes of child labour
- Section 2.4: Hazardous child labour in agriculture
- Section 2.5: Strategies to eliminate hazardous child labour

IPEC recognizes that trainers will have a wide variety of different opportunities to run training activities in their own stakeholder organizations. These will vary considerably in scope and duration depending upon local circumstances. For example:

- a short awareness raising session during an executive meeting of policy/decision-makers – where background activities from Section 2.1 would be appropriate;
- a practical workshop to identify the types of child labour in a country with non-governmental organizations (NGO's); employers; trades unions and other bodies – where activities from Section 2.2 would be appropriate;
- an analytical workshop looking into the causes of child labour in a particular sector of agriculture, such as tea growing – where activities from Section 2.3 would be appropriate;
- a specific seminar on hazardous child labour based upon the new IPEC Guidance on Policy and Practice – where activities from Section 2.4 would be appropriate;

- training contributions to strategic meetings where future action to eliminate hazardous child labour is being planned – where activities from Section 2.5 would be appropriate.

Therefore, to meet these different training needs and opportunities, trainers will be able to select from the menu of training activities in Chapter 2 to suit their circumstances. The activities have been developed in a logical manner and focus upon key policy and practice guidance from Guidebooks 1-4. Each training activity is based upon active learning methods, is cross-referenced to appropriate parts of Guidebooks 1-4, and will last approximately one and a half hours in total in a training environment.

In this way, experienced trainers are provided with flexible training resources that they can use to ensure that IPEC guidance is understood and applied by policy/decision-makers.

1.6 Other resources and ideas

Guidebook 5 contains training activities for experienced trainers. However, participants in training courses should be encouraged to bring in ideas and experiences. Trainers should ensure that other essential resources are provided; for example, information on child labour in their own country/region and occupational health and safety (OSH) laws in their own country. Participants and trainers will contribute a wealth of their own ideas and experience to each training activity.

Chapter 2:

A menu of training activities and guidance on their use

As was described in Chapter 1, we have designed the training activities in this Chapter to be used flexibly to suit a variety of circumstances. It is possible to use them all together as an integrated package. Use one activity or a series of selected activities to suit particular aims, needs and available time.



Each activity is based upon “active learning methods”, is cross-referenced to relevant IPEC policy and practice guidance from Guidebooks 1-4 and is followed by a brief trainer’s note about the training activity and a reference to key text in the appropriate Guidebook.

In order to make your training session as relevant as possible, you should ensure that the needs of the participants are addressed. Try to integrate your country’s laws and regulations and the specific needs or problems identified by the participants.

The menu of training activities for use by trainers is listed on the Contents of this Guidebook.

2.1. Background




TRAINING ACTIVITY 1: Introductions

AIMS 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ find out who is on the training session ➔ agree our aims for the training session
TASK 	<p>Talk to another person and make notes so that you can introduce her or him to the other people on the course. Your partner will introduce you. Use these headings for your discussion:</p> <ul style="list-style-type: none"> ➔ Your name ➔ Your place of work ➔ Your job and role in relation to tackling child labour ➔ Have you attended any training sessions about child labour before? ➔ What would you like to do on this training session?

Trainer's note – Training activity 1: Introductions

After the introductions you can outline the aims and how the training session will work. Each participant (policy/decision-maker) should be given a copy of the IPEC series of guidebooks entitled *Tackling hazardous child labour in agriculture: guidance on policy and practice*. Refer participants to the User Guide (Section 3) to explain what the guidance is for; who it is for; and how it can be used. It is important that participants have an initial overview of the IPEC material and how it will be used as a key resource for the training session.

TRAINING ACTIVITY 2: What is child labour?

AIMS 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ decide when a person ceases to be a child ➔ agree what child labour means
TASK 	<p>In your small group:</p> <ol style="list-style-type: none"> 1. Discuss and agree at what age you think a person ceases to be a “child.” 2. Discuss what you think the term “child labour” means and agree a definition. <p>Elect a spokesperson to report back with your group’s views</p>
RESOURCES 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 1 (Section 2)




Trainer’s note – Training activity 2: What is child labour?

Discussing what is a child and what is child labour, plus associated terminology can be a confusing area. There may be differing views about the definitions of a child and child labour, so it is important to let the participants share their own views in groups, report back and compare their responses.

After discussion, it is important to clarify that for the purposes of the ILO and IPEC:

- a “child” is defined as an individual under the age of 18 years (see Guidebook 1, Section 2);
- “child labour” is work that by definition is scheduled for elimination in the longer term (see Guidebook 1, Section 2); and
- some economic activities carried by children do not fall under the heading of child labour.

TRAINING ACTIVITY 3: Worst forms and hazardous child labour

AIMS 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ identify what are the worst forms of child labour ➔ give examples of hazardous child labour in agriculture
TASK 	<p>In your small group:</p> <ol style="list-style-type: none"> 1. Discuss and list categories of the “worst forms of child labour” that you are aware of. 2. Think about the work that children do in agriculture in your country/region. Identify jobs that you think could be classified as “hazardous child labour.” <p>Elect a spokesperson to report back with your group’s views.</p>
RESOURCES 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 1 (Section 2) ➔ IPEC Guidebook 3: <i>Eliminating hazardous child labour in agriculture</i> (Chapter 1, box 3)

**Trainer’s note – Training activity 3:
Worst forms of child labour and hazardous child labour**

Let the participants share their own views in groups, report back and compare their responses. Hazardous child labour is the largest category of the “worst forms of child labour”. After discussion, participants can be directed to Guidebook 1, Section 2 for a definition of hazardous child labour as well as a reference to the other “worst forms of child labour.” In addition, a national list of hazardous child labour is referred to in Guidebook 1, Box 2.

Child labour in agriculture is of particular concern as agriculture is one of the most dangerous and under-regulated sectors, and it is the sector where most child labour is found (see Guidebook 3, Part 1, Section 1). As the term “hazardous” is being discussed, it is important that participants are aware of the distinction between hazard and risk (see Guidebook 3, Chapter 1, Box 3).

TRAINING ACTIVITY 4: Overview of strategies for eliminating hazardous child labour

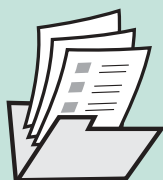
AIMS



To help us to:

- ➔ identify risks to children
- ➔ consider ways of eliminating child labour

TASK



In your small group, look at the case study below and then discuss the question.

Case study

There was a cocoa farmer named Adeniyi who had a 13-year-old son named Kolawole. Adeniyi went to farm to harvest his cocoa accompanied by his son. After harvesting and breaking the pods, Adeniyi loaded cocoa beans into bags weighing approximately 50 kilograms each. Adeniyi carried these bags himself and also expected Kolawole to carry them. Although the cocoa was too heavy for Kolawole, he did not complain since his father carried bags himself. He also felt he should obey his father out of respect. After some time, one day while carrying a load, Kolawole collapsed. Adeniyi picked the boy up and rushed him to the clinic. The doctor examined Kolawole and found that he had sustained a spinal injury.

1. What was the underlying cause of the spinal injury to Kolawole?
2. What steps can be taken to eliminate such forms of hazardous child labour in our own country?

Elect a spokesperson to report back with your group's views.

RESOURCES



- ➔ IPEC Guidebook 1 (Section 3)
- ➔ IPEC Guidebook 3: *Eliminating hazardous child labour in agriculture* (Chapter 2, Section 2.19)

Trainer's note – Training activity 4: Overview of strategies for eliminating hazardous child labour




Solutions to child labour are inevitably complex and cannot be tackled in isolation from rural poverty. ILO experience shows that no single action can have a significant impact unless it is developed in the context of a national policy promoting the welfare and sound development of children. In the Guidebooks, strategies for eliminating child labour are classed under three headings – prevention, withdrawal, and protection. Which strategy is appropriate in this case study?

As one of the top priorities, participants should be thinking hard about what they can do to prevent the participation of children in hazardous work. In this case study, it is clear that a 13 year-old child should not be engaged in the hazardous activity of carrying loads of 50 kilos, because this is one of “the worst forms of child labour” under ILO Convention No. 182. Kolawole should be prohibited from work which involves the manual handling of heavy loads. If he still remains in the workplace, he should only be permitted to carry out “light work” which is:

- not likely to be harmful to his health or development,
- not prejudicial to his attendance at school.

Refer participants to the ILO hierarchy for tackling hazardous child labour in Guidebook 1, Section 2. In particular, the type of activity that Kolawole is carrying out could well be prohibited under a national list of hazardous child labour (see Guidebook 1, Box 2). For more technical information about the risks to children from manual handling, participants can be referred to Guidebook 3, Chapter 2, Section 2.19.

TRAINING ACTIVITY 5: Developing policies on child labour




<p>AIMS</p> 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ agree the definition of a policy ➔ identify why policies are needed to tackle child labour ➔ identify successes and difficulties ➔ use Guidebooks 1-4 to help develop policies
<p>TASK</p> 	<p>In your small group:</p> <ol style="list-style-type: none"> 1. Discuss and agree the definition of a “policy.” 2. Identify why policies are needed for tackling hazardous child labour. 3. Discuss existing policies in your country for tackling hazardous child labour and identify successes and difficulties in the implementation of those policies. 4. Consider Guidebook 1 of the IPEC <i>guidance on policy and practice</i>. From the framework that is presented there, develop ideas about how Guidebooks 2-4 can be used to help your organization to develop and improve policies on hazardous child labour. <p>Elect a spokesperson to report back with your group’s views.</p>
<p>RESOURCES</p> 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 1 (Section 3)

Trainer’s note – Training activity 5: Developing policies on child labour

The way that this activity is tackled will depend upon the stakeholder organization. The exact use of Guidebooks 2-4 will vary and Section of the User guide identifies which elements of the different Guidebooks will be helpful to different stakeholders.

2.2 Types of child labour

TRAINING ACTIVITY 6: Types of child labour in agriculture

<p>AIMS</p> 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ identify different types of child labour in agriculture ➔ identify why certain types of child labour present particular problems
<p>TASK</p> 	<p>In your small group:</p> <ol style="list-style-type: none"> 1. Identify and describe the main types of child labour in agriculture. 2. Your group will be asked to select one of the following specific types of child labour: <ol style="list-style-type: none"> a) Family farm child labour b) Migrant family child labour c) Children employed through labour contractors d) Illegal employment of children <p>Identify why there are particular problems in eliminating hazardous child labour in the category that your group has chosen.</p> <p>Elect a spokesperson to report back with your group's views.</p>
<p>RESOURCES</p> 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 2: <i>Overview of child labour in agriculture</i> (Chapter 1, Section 1.4) ➔ IPEC Guidebook 3: <i>Eliminating hazardous child labour in agriculture</i> (Chapter 1, Section 1.81)

Trainer's note – Training activity 6: Types of child labour in agriculture

There are several types of child labour in agriculture including: child labour on family farms; child labour on commercial farms and plantations; child labour contracted to commercial farms; bonded child labour; and trafficking and forced child labour/slavery (refer participants to a full description of the different types of child labour in Guidebook 2, Chapter 1, Section 1.4).




The “family farm” element in agriculture is universal and often bound-up with culture and tradition. This can make it very difficult for recognition and acknowledgement of the exploitation of children in such a setting. Children working on family farms can be interpreted as “family solidarity” with often incorrect assumptions about “idyllic” rural surroundings. It is a difficult and sensitive area to tackle when children are possibly being exploited by their own family. It is important to penetrate below the surface and critically examine working conditions, many of which may well be hazardous. And the amount of time, particularly for girls, that may be devoted to work and thereby lost to education. There are large numbers of children on family farms working in hazardous situations with even less regulation than there is for other types of child labour (refer participants to Guidebook 2, Chapter 1, Section 1.4.1).

Migrant labour too can pose problems where for example, only the male head of the family is employed, with his wife and children being classed as “helpers”, but in fact carrying out hazardous work (refer participants to Guidebook 2, Chapter 1, Section 1.4.2).

Agricultural labour (including children) is being increasingly hired through labour contractors, and sub-contractors. In many cases this means greater exploitation of the workforce and lower standards of protection such as health and safety protection. Discuss if this is a problem for your policy/decision-makers, as well as solutions (refer participants to Guidebook 2, Chapter 1, Section 1.4.3).

Illegal employment of children – in breach of child protection laws – is often a problem. Discuss if this is the experience of your policy/decision-makers. If so, what solutions can be proposed? (see Guidebook 3, Chapter 1, Section 1.81, point 3, paragraph 5).

TRAINING ACTIVITY 7: Attitudes to hazardous child labour

AIMS 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ reflect upon some common attitudes to child labour ➔ develop arguments to support or oppose these attitudes
TASK 	<p>In your small group, look at each of the four statements below.</p> <p>Discuss them and say whether you agree or disagree and state the reasons why.</p> <ol style="list-style-type: none"> 1. “Families do not expose their children to hazards when they work on the family farm. So family farms should be exempt from child labour laws.” 2. “Gaining work experience on the farm is valuable for the future development of a child.” 3. “It is not possible to eliminate hazardous child labour, so we ought to concentrate upon making the workplace healthy and safe.” 4. “Rather than concentrating upon the withdrawal of children from hazardous work, we should be fining and imprisoning the employers that hire them.” <p>Elect a spokesperson to report back with your group’s views.</p>
RESOURCES 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 1 (Sections 2 and 3) ➔ IPEC Guidebook 2: <i>Overview of child labour in agriculture</i> (Chapter 1, Sections 1.1-1.7)




Trainer's note – Training activity 7: Attitudes to hazardous child labour

This activity is designed to stimulate discussion and provide policy/decision-makers with key arguments for or against some common attitudes. Let the participants share their own views in groups, report back and compare their responses. Whilst there will be many points in the discussion, we should ensure that the following points are made in conclusion:

- **Family farms are just as hazardous as commercial farms and should be regulated accordingly.**
- **Work that is appropriate to a child's level of development and allows them to acquire practical skills and responsibility is beneficial.** But this does not mean that children should be allowed to do hazardous work.
- **It is possible to eliminate hazardous child labour as Guidebooks 1 and 3 show.** Elimination is the priority, but improving risk management can help to make the workplace more healthy and safe for adults and children (14 – 17) who are legitimately at work according to the laws of the country.
- **With the appropriate policies, it is possible to withdraw children from hazardous work as Guidebooks 1, 3 and 4 show.** In addition, tough laws that apply to agriculture and are rigorously enforced can also restrict the demand for child labour in agriculture.

2.3 Causes of child labour




TRAINING ACTIVITY 8: The causes of child labour in agriculture

AIMS 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ discuss the factors influencing child labour supply ➔ discuss the factors influencing child labour demand ➔ think about the policy implications
TASK 	<p>In your small group:</p> <ol style="list-style-type: none"> 1. Discuss and list the different factors that influence the supply of child labour in agriculture. 2. Discuss and list the different factors that influence the demand for child labour in agriculture. 3. What are the policy implications of these factors for your organization? <p>Elect a spokesperson to report back with your group's views.</p>
RESOURCES 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 2: <i>Overview of child labour in agriculture</i> (Chapter 2, Sections 2.1 and 2.2)

Trainer's note – Training activity 8: The causes of child labour in agriculture

Research on the causes of child labour focuses upon supply factors with the preoccupation being poverty and the often dire situation of the children involved. But the demand for child workers also plays a critical role in determining the involvement of children in hazardous work. Recognition of both supply and demand factors are most important for future strategy and policy for eliminating hazardous child labour (refer participants to Guidebook 2, Sections 2.1 and 2.2). Policy/decision-makers should be encouraged to think about how supply and demand factors can be successfully tackled in their own future strategy (See Activity 19 below).

TRAINING ACTIVITY 9: Issues relating to child labour

<p>AIMS</p> 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ address some key issues relating to child labour in agriculture ➔ practise research and presentation skills
<p>TASK</p> 	<p>Your group will be asked to select one of the topics below:</p> <ol style="list-style-type: none"> a) Gender and child labour b) Accessible education and child labour c) Vocational skills training for children above the minimum working age d) HIV/AIDS and child labour <p>In your small group:</p> <ul style="list-style-type: none"> ➔ discuss and research your chosen topic ➔ identify why the topic is relevant and so important ➔ prepare to address a meeting of Government officials to explain why the Government needs to take action to address the issue <p>Elect a spokesperson who will address a meeting of Government officials with the views of your group.</p>
<p>RESOURCES</p> 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 2: <i>Overview of child labour in agriculture</i> a) Gender and child labour – Chapter 1, Section 1.7 b) Accessible education and child labour – Chapter 2, Section 2.1.3 c) Vocational skills training and child labour – Chapter 2, Section 2.1.4 d) HIV/AIDS and child labour – Chapter 2, Section 2.1.6

Trainer's note – Training activity 9: Issues relating to child labour




This activity gives an opportunity for key policy/decision-makers to examine some key issues relating to child labour:

- the way that work that girls are doing is often “invisible” in the statistics (refer participants to Guidebook 2, Section 1.7);
- the lack of schools in the agricultural sector (refer participants to Guidebook 2, Section 2.1.3);
- vocational skills training for children of minimum age for employment logically follows on from the previous issue (refer participants to Guidebook 2, Sections 2.1.4); and
- the devastating impact of HIV/AIDS and its contribution to increased child labour (refer participants to Guidebook 2, Section 2.1.6).

Participants should give their presentation to a role play meeting with Government officials (the other participants in the larger group). Policy/decision-makers should be encouraged to think about how some of these issues can be successfully tackled in their own future strategy (See Activity 19 below).

2.4 Hazardous child labour in agriculture

TRAINING ACTIVITY 10: How dangerous is agriculture for children?

AIMS 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ identify hazards for child labourers in agriculture ➔ decide why children are more at risk from these hazards
TASK 	<p>In your small group:</p> <ol style="list-style-type: none"> 1. Discuss and list the main hazards that children are exposed to when working in agriculture. 2. Discuss and list any reasons why children are more at risk from these hazards. <p>Elect a spokesperson to report back with your group's views.</p>
RESOURCES 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 3: <i>Eliminating hazardous child labour in agriculture</i> (Chapter 1, Sections 1.2 - 1.5)

Trainer's note – Training activity 10: How dangerous is agriculture for children?

Over 70 per cent of all child labourers work in agriculture, which is one of the three most dangerous sectors to work in. Children are exposed to the same hazards as adults but are at much greater risk for many reasons. It is important to draw out that because children are still growing: physical, cognitive, behavioural, and emotional factors all increase the risks for children (refer participants to Guidebook 3, Chapter 1, Section 1.4).

As the terms “hazard” and “risk” are again being discussed, it is important that participants are clear about the distinction between hazard and risk (see Guidebook 3, Chapter 1, Box 3).

TRAINING ACTIVITY 11: Case studies in the production of selected commodities

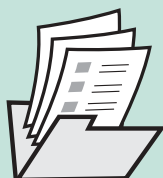
AIMS



To help us to:

- ➔ examine evidence of hazardous child labour
- ➔ identify steps that can be taken to eliminate hazardous work

TASK



In your small group, you will be asked to examine research evidence of hazardous child labour in **one** of the following specific types of crop production:

- a) sugar cane
 - b) tea
 - c) tobacco
1. Discuss the research evidence and prepare a summary of the main hazards and types of risks that children are exposed to.
 2. What steps can be taken to eliminate such forms of hazardous child labour in this type of crop production?

Elect a spokesperson to report back with your group's views.

RESOURCES



- ➔ IPEC Guidebook 2: *Overview of child labour in agriculture*
 - a) sugar cane – Chapter 3, Section 3.5
 - b) tea – Chapter 3, Section 3.6
- ➔ c) tobacco – Chapter 3, Section 3.7

Trainer's note – Training activity 11: Case studies in the production of selected commodities

This activity asks participants to examine the evidence from various studies showing the types of hazards and degree of risks faced by children working in the production of certain commodities. The purpose of this is to show the extent of the problem and to focus policy/decision-makers minds upon the urgent steps that need to be taken (refer participants to the evidence from the studies in Guidebook 2, Chapter 3, Sections 3.5 – 3.7).

Policy/decision-makers need to identify the types of strategies that would be most appropriate to deal with the hazards and the risks that should be managed. Again this will mean linking to the hierarchy of prevention, withdrawal, protection and national lists of hazardous child labour (See Guidebook 1, Section 3 and Box 2).

TRAINING ACTIVITY 12: Hazard mapping

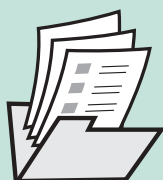
AIMS



To help us to:

- ➔ use a visual approach to identify hazards in agricultural workplaces
- ➔ establish priority hazards for working children

TASK



Your trainer will give you blank posters and will arrange for small groups of participants with knowledge of a similar agricultural workplace to be formed.

In your small group, make a rough drawing/sketch to include:

- 1 An outline of the physical layout of the work area including equipment, machinery, tools, sprayers etc.
- 2 Figures representing adult and child workers (these can be simple stick figures).
- 3 Any hazards which exist and labels and descriptions for each of the hazards, such as chemicals, dusts, extreme temperatures, unguarded machinery, repetitive work and so on.
4. Those hazards which you think are the priorities affecting working children.

Make sure that there is someone in your small group that briefly notes down what is said and can give a report back to the rest of the larger group.

RESOURCES

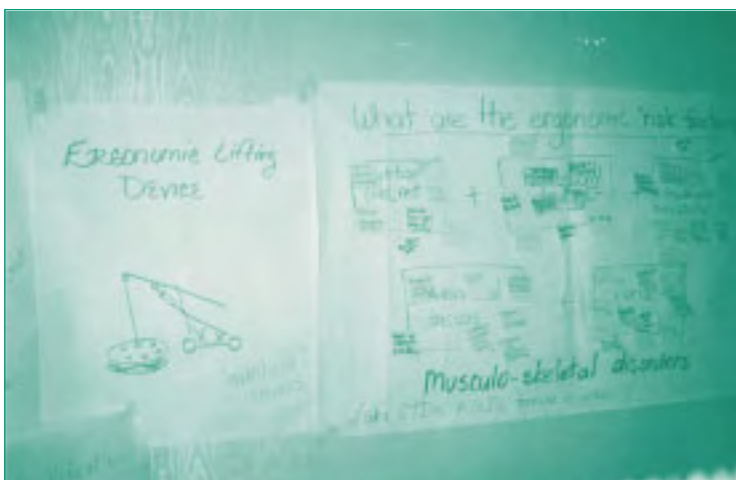


- ➔ IPEC Guidebook 3: *Eliminating hazardous child labour in agriculture* (Chapter 2)

Trainer's note – Training activity 12: Hazard mapping

You can use hazard mapping to collect information regarding hazards at work. Participants can identify workplace hazards, such as:

- noise and vibration
- sexual harassment
- poor welfare facilities
- chemicals
- manual handling
- working alone
- unguarded machinery
- dangerous tools



In addition, it will give a visual picture of those hazards that working children are exposed to and what the priorities should be. These can be compared with the specific hazards that are listed in Guidebook 3, Chapter 2. Trainers who are not familiar with “mapping” training techniques should refer to the ILO CD Rom, *Your health and safety at work – Instructors guide*, which is included with the series of Guidebooks 1-5.

TRAINING ACTIVITY 13: Specific hazards and risks in agriculture

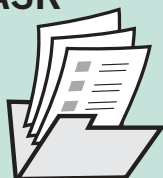
AIMS



To help us to:

- ➔ analyse specific hazards for children working in agriculture and the degree of risks
- ➔ identify the effects upon children

TASK



In your small group, you will be asked to select **one** specific hazard for children working in agriculture from the list below:

a) long hours of work; b) strenuous labour and heavy loads; c) ergonomic hazards; d) extreme temperatures; e) cutting tools; f) falls and falling objects; g) farm machinery; h) noise; i) pesticides, other chemicals and dusts; j) biological hazards; k) livestock and venomous/wild animals; l) psychosocial hazards – stress and violence; m) drug addiction; n) sanitation, housing and childcare; o) HIV/AIDS

1. What are the key features of the hazard and the degree of risk relating to children working in agriculture?
2. What are the likely effects upon children who work with these hazards?

Elect a spokesperson to report back with your group's views.

RESOURCES



- ➔ IPEC Guidebook 3: *Eliminating hazardous child labour in agriculture* (Chapter 2)

Trainer's note – Training activity 13: Specific hazards and risks in agriculture

This activity provides an opportunity for policy/decision-makers to examine specific hazards in detail, and assess the risks for each of the hazards. Many of the hazards are common to children in different aspects of crop production (refer participants to Guidebook 3, Chapter 2). This activity also acts as a precursor to a later activity that addresses key strategies for eliminating hazardous child labour.

TRAINING ACTIVITY 14: Examining legal standards

AIMS	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ identify relevant national laws on child labour ➔ compare your laws with ILO Convention No. 182 ➔ propose improvements to national laws
TASK	<p>In your small group:</p> <ol style="list-style-type: none"> 1. Use the worksheet on the following pages to: <ul style="list-style-type: none"> ➔ identify relevant parts of your national law on child labour ➔ compare those laws with ILO Convention No. 182 ➔ identify any questions you have about the laws or ILO Convention No. 182 2. What proposals do you have to improve the laws on child labour in your country? 3. What proposals do you have to improve the legally binding national list of hazardous work where children are prohibited from working? <p>Elect a spokesperson to report back with your key points.</p>
RESOURCES	<ul style="list-style-type: none"> ➔ Your national legislation ➔ IPEC Guidebook 3: <i>Eliminating hazardous child labour in agriculture</i> – Chapter 1, Section 1.8, and Chapter 3, Section 3.1 ➔ Guidebook 1, Section 3 and Box 2 ➔ Key text from ILO Convention No. 182 reproduced in the worksheets below

WORKSHEET: Law and comparison with ILO Convention No. 182

	Your country's law	ILO Convention No. 182
DEFINITION OF A CHILD		Article 2: For the purposes of this Convention, the term <i>child</i> shall apply to all persons under the age of 18.
DUTY ON THE STATE		Article 1: Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.
WORST FORMS OF CHILD LABOUR		<p>Article 3</p> <p>For the purposes of this Convention, the term <i>the worst forms of child labour</i> comprises:</p> <ul style="list-style-type: none"> (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

	Your country's law	ILO Convention No. 182
TYPES OF WORK		<p>Article 4:</p> <ol style="list-style-type: none"> 1. The types of work referred to under Article 3(d) shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, taking into consideration relevant international standards, in particular Paragraphs 3 and 4 of the Worst Forms of Child Labour Recommendation, 1999. 2. The competent authority, after consultation with the organizations of employers and workers concerned, shall identify where the types of work so determined exist. 3. The list of the types of work determined under paragraph 1 of this Article shall be periodically examined and revised as necessary, in consultation with the organizations of employers and workers concerned.
TYPES OF HAZARDOUS WORK		<p>Worst Forms of Child Labour Recommendation, 1999. Paragraph 3. In determining the types of work referred to under Article 3(d) of the Convention, and in identifying where they exist, consideration should be given, inter alia, to:</p> <ol style="list-style-type: none"> (a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health; (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

	Your country's law	ILO Convention No. 182
MONITORING and PROGRAMMES OF ACTION		<p>Article 5: Each Member shall, after consultation with employers' and workers' organizations, establish or designate appropriate mechanisms to monitor the implementation of the provisions giving effect to this Convention.</p> <p>Article 6: 1. Each Member shall design and implement programmes of action to eliminate as a priority the worst forms of child labour. 2. Such programmes of action shall be designed and implemented in consultation with relevant government institutions and employers' and workers' organizations, and other concerned groups</p>
ENFORCEMENT		<p>Article 7: 1. Each Member shall take all necessary measures to ensure the effective implementation and enforcement of the provisions giving effect to this Convention including the provision and application of penal sanctions or, as appropriate, other sanctions.</p>
STEPS TO BE TAKEN TO ELIMINATE CHILD LABOUR		<p>Article 7: 2. Each Member shall, taking into account the importance of education in eliminating child labour, take effective and time-bound measures to:</p> <ul style="list-style-type: none"> (a) prevent the engagement of children in the worst forms of child labour; (b) provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration; (c) ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour; (d) identify and reach out to children at special risk; and (e) take account of the special situation of girls.

Trainer's note – Training activity 14: Examining legal standards




Across the world children are poorly protected by the law when working in hazardous conditions in agriculture. Whilst the law is not the only answer to the problem, it will be part of the answer if it applies to agriculture and is actively enforced. During this activity, policy/decision-makers have an opportunity to critically analyse the legal approach in their country with a view to adapting it and strengthening national laws on child labour.

In the case of hazardous child labour it is also important to refer participants to relevant national health and safety legislation, including:

- pesticide laws (which are often separate laws from general health and safety legislation), and
- the legally binding national list of hazardous work where children are prohibited from working (see Article 4 of ILO Convention No. 182 and Guidebook 1, Section 3, Box 2).

Policy/ decision-makers can identify if health and safety legislation can be improved and made more relevant to dealing with hazardous child labour.

TRAINING ACTIVITY 15: Using hazardous tools




AIMS 	<p>To help us to identify:</p> <ul style="list-style-type: none"> ➔ the responsibilities of employers ➔ ways that hazardous child labour can be tackled
TASK 	<p>Case study</p> <p>On a commercial plantation, there are many children working who are between 12 and 13 years of age. The child workers use dangerous cutting tools that are designed for adults. They frequently complain of fatigue, cuts and other injuries to their arms and hands.</p> <p>2. In your small group, look at the statements below and decide which <i>one</i> you <i>most agree with</i> and the reasons why.</p> <ul style="list-style-type: none"> ➔ “The 12-13 year-old workers should be removed from the plantation where these dangerous activities are taking place. No child should be working with a dangerous cutting tool.” ➔ “The 12-13 year-old workers should be provided with personal protective equipment on their arms and hands, because any form of protection is better than none.” ➔ “The employer should purchase cutting tools that are suitable and designed specifically for 12-13 year-old workers.” <p>Elect a spokesperson to report back.</p>
RESOURCES 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 3: <i>Eliminating hazardous child labour in agriculture</i> – Chapter 2, Sections 2.1 and 2.5, and Chapter 3, Section 3.1

Trainer's note – Training activity 15: Using hazardous tools

The 12-13 year-old children referred to in the case study should not be using dangerous cutting tools. This is one of “the worst forms of child labour” under Convention No. 182 and Recommendation No. 190 – “*work with dangerous machinery, equipment and tools*”. The following points are important:

- the use of personal protective equipment is **not a solution** to the problem;
- tools should **not** be better designed for child workers as this is legitimising hazardous child labour;
- **withdrawal** (and rehabilitation) of children carrying out hazardous work of this nature should be a central strategy;
- new generations of children should be **prevented** from starting hazardous work of this nature in the future; and
- work with dangerous cutting tools could well be prohibited under the legally binding national list of hazardous work.

TRAINING ACTIVITY 16: Protection through risk management

AIMS 	<p>To help us to:</p> <ul style="list-style-type: none"> ➔ identify basic principles of risk management and risk assessment ➔ decide how these principles may help children in the workplace
TASK 	<p>In your small group:</p> <ol style="list-style-type: none"> 1. List the basic steps that are involved in a risk assessment. 2. Identify how risk assessments will be helpful to 14 – 17 year-old children who are working legitimately in the workplace. <p>Elect a spokesperson to report back with your group's views.</p>
RESOURCES 	<ul style="list-style-type: none"> ➔ IPEC Guidebook 3: <i>Eliminating hazardous child labour in agriculture</i> – Chapter 3, Section 3.1.3 and Box15

Trainer's note – Training activity 16: Protection through risk management

Some children between the ages of 14 to 17 years old may legitimately be in the workplace according to the country's legislation as they have reached the minimum age for employment. (see Guidebook 1, Section 2.6). Though employed they should not be carrying out hazardous work activities and so improving occupational safety and health (OSH) standards and protection by strengthening risk management can be helpful to these children (refer participants to Guidebook 3, Section 3.1.3, and Box 15).

Protection is also based upon the reality that many children, under the age of 14 years, remain in the workplace in the short term, pending withdrawal and going to school (refer participants to Guidebook 3, Section 3.1.3). This does **not** mean that hazardous child labour involving children of these ages is in any way being condoned or accepted – it is very important that policy-makers understand this point.

2.5 Strategies to eliminate hazardous child labour

TRAINING ACTIVITY 17: Stakeholder initiatives in tackling hazardous child labour

AIMS



To help us to:

- ➔ identify stakeholders
- ➔ examine stakeholder initiatives in tackling hazardous child labour
- ➔ identify strengths and weaknesses of initiatives

TASK



In your small group:

1. Identify the different stakeholders who will be able to contribute to the elimination of hazardous child labour.
2. Your group will then be asked to select **one** stakeholder grouping from the list below:
 - a) trade unions; b) employers; c) cooperatives; d) joint worker and industry initiatives; e) other multi-stakeholders; f) international agricultural organizations.

Either from your own experiences or from the text identified in Guidebook 4:

3. List key initiatives taken by the stakeholder in tackling hazardous child labour.
4. Identify any strengths and weaknesses of the initiatives.

Elect a spokesperson to report back with your group's views.

RESOURCES






- ➔ IPEC Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture* – Sections 3-8

Trainer's note – Training activity 17: Stakeholders initiatives in tackling hazardous child labour

In order to eliminate hazardous child labour, targeted and coordinated efforts will be required by a variety of stakeholders working individually and in partnership. Guidebook 4 contains many examples of initiatives taken by a variety of stakeholders working individually and in partnership (refer participants to Guidebook 4, Sections 3-8). In addition, key policy/decision-makers may have examples of their own.

This activity provides an opportunity for examples to be shared and critically examined. Ask the policy-makers if there any lessons to be learned from different initiatives which may be useful to their organization or sector of economic activity. This will help key policy/decision-makers in developing new initiatives themselves.

TRAINING ACTIVITY 18: Child labour interventions

<p>AIMS</p> 	<p>To help us to:</p> <ul style="list-style-type: none"> → think about child labour interventions locally and nationally → build strategies for eliminating hazardous child labour
<p>TASK</p> 	<p>In your small group, you will be asked to consider the types of intervention that need to be made to tackle hazardous child labour either at a local or at a national level.</p> <ol style="list-style-type: none"> 1. List the key interventions that are essential. 2. What steps need to be taken to ensure that the interventions are successful? <p>Elect a spokesperson to report back with your group's views.</p>
<p>RESOURCES</p> 	<ul style="list-style-type: none"> → IPEC Guidebook 4: <i>Initiatives to tackle hazardous child labour in agriculture</i> – Sections 1-2

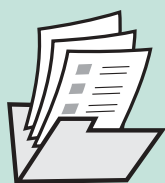
Trainer's note – Training activity 18: Child labour interventions

Guidebook 4 contains numerous building blocks in designing interventions at both a local and national level (refer participants to Guidebook 4, Sections 1-2). In addition, key policy/decision-makers may have examples of other interventions from their own experiences. This activity is a precursor to a future strategy activity. It will enable key policy/decision-makers to examine interventions from around the world before thinking about potential new interventions in their country.

TRAINING ACTIVITY 19: Future strategy**AIMS**

To help us to:

- ➔ work out a plan for future strategy on hazardous child labour
- ➔ identify the steps that we can take and how the ILO can help

TASK

Use the worksheet below to identify your future strategy on tackling hazardous child labour.

Prepare a report back to the rest of the course with your plan

RESOURCES

- ➔ Your training session notes
Guidebooks 1-4

WORKSHEET: Future strategy

Strategies for tackling hazardous child labour	What needs to be done?	Who should you involve and when?	How can ILO and IPEC help?
1.			
2.			
3.			
4.			
5.			

Trainer's note – Training activity 19: Future strategy

This activity allows key policy/decision-makers to develop ideas on future strategies for tackling hazardous child labour. The worksheet is designed for them to identify each of the strategies in Column 1; what needs to be done in Column 2; who to involve and when in Column 3; and how the ILO/IPEC can help in Column 4.

TRAINING ACTIVITY 20: Training session evaluation

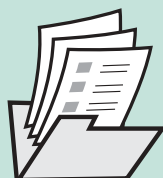
AIMS



To help us to:

- find out to what extent the aims of the training session have been achieved
- decide how the training session could be improved

TASK



In your small group discuss the following questions:

1. Taking the training session as a whole, did the different sessions meet your needs and interests?
2. Which parts of the training session were most valuable to you and why?
3. Which parts of the training session were of less or no interest to you and why?
4. What suggestions would you want to make to improve future training sessions?
5. Is there any other comment you would like to make?

Elect a spokesperson to report back.

Trainer's note – Training activity 20: Training Session

The training session has been based upon group-working, active participation and involvement, and so evaluation should also be a collective process. Collectively and individually everyone should be given an opportunity to reflect upon relevance, what has been gained, weaknesses and successes. This will help you as a trainer in the future and your feedback to IPEC will mean that training materials can be adapted and improved for others (See Chapter 3).

Chapter 3: Feedback to IPEC

It is essential that IPEC obtains feedback from trainers after training sessions using Guidebook 5. In particular, IPEC needs to know:

- how trainers have used the training materials in Guidebook 5, the way that training sessions have been structured, action plans from policy/decision-makers, and evaluation of the training experiences
- examples of successes and challenges for policy/decision-makers with regard to hazardous child labour and progress towards its elimination
- After each training session, we would be very grateful if you could use the worksheets overleaf to structure your feedback to IPEC
- Email to hurst@ilo.org
- Post to Peter Hurst, ILO-IPEC, 4 Route des Morillons, CH-1211, Geneva 22, Switzerland

Feedback worksheet No 1:

Eliminating hazardous child labour – training sessions

Your name and organization

Your contact details

Number and designation of participants in the training session and their organization(s)

How did you use the training activities in Guidebook 5?

How did you structure your training session?

Key points from participants' evaluations of the training session

Participants' action plans as a result of the training session

Your overall evaluation of the training activities in Guidebook 5

Feedback worksheet No 2:

Eliminating hazardous child labour – examples

Your name and organization

Your contact details

Number and designation of participants in the training session and their organization(s)

Eliminating hazardous child labour

Examples of successes from participants (policy/decision-makers)

Eliminating hazardous child labour

Examples of challenges faced by participants (policy/decision-makers)

For further information:

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