



International  
Labour  
Organization



# **ASSESSMENT OF OCCUPATIONAL AND EMPLOYMENT CONDITIONS OF CHILDREN WORKING IN LIVESTOCK SECTOR OF MONGOLIA**

## **FINAL REPORT**

**2009**



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**International Labour Organization (ILO)  
Ministry of Food, Agriculture and Light Industry of Mongolia (MoFALI)**

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First published 2010

Web PDF edited 2010

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*Assessment of occupational and employment conditions of children working in livestock sector of Mongolia – Final report* / International Labour Organization; ILO International Programme on the Elimination of Child Labour; Ministry of Food, Agriculture and Light Industry of Mongolia (MoFALI) – Ulaanbaatar: ILO, 2009

ILO ISBN: 978-92-2-124433-2 (print); 978-92-2-124434-9 (web pdf)

## NOTE

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Funding for this publication was provided by the United States Department of Labor (MON/05/50/USA).

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Printed in Mongolia

# CONTENT

	<i>Page</i>
<b>LIST OF ABBREVIATIONS.....</b>	<b>V</b>
<b>GLOSSARY .....</b>	<b>V</b>
<b>ONE. INTRODUCTION .....</b>	<b>1</b>
<b>TWO. METHODOLOGY OF THE STUDY.....</b>	<b>3</b>
2.1 Purpose of the study .....	3
2.2 Research method.....	3
2.3 Study spot and sampling.....	3
2.4 Collecting and analyzing the survey data .....	5
<b>THREE. SURVEY FINDINGS OF THE CHILDREN HERDING ANIMALS .....</b>	<b>6</b>
3.1 Demographic characteristics of the surveyed children.....	6
3.2 Education of the children working in animal husbandry.....	7
3.2.1 Enrollment level.....	7
3.2.2 Reasons for school dropping out .....	8
3.2.3 Informal education.....	10
3.3 Child labour, labour safety and health conditions in animal husbandry .....	12
3.3.1 Child labour in animal husbandry.....	12
3.3.2 Child labour contract, condition and compensation in animal husbandry.....	14
3.3.3 Labour safety and common problems of the children working for animal husbandry .....	18
3.3.4 Occupational health conditions of the children working in animal husbandry	23
<b>FOUR. FINDINGS OF THE SURVEY CONDUCTED AMONG PARENTS .....</b>	<b>26</b>
4.1 Socio-demographic characteristics of parents of children working in animal husbandry .....	26
4.2 Livelihood sources of the surveyed parents .....	27
4.3 Opinions of the surveyed parents why their children work in animal husbandry .....	28
4.4 Specifics of child labour in animal husbandry .....	30
4.4.1 What age do you let children to get labour skills in animal husbandry?.....	30
4.4.2 Children living in and working for other households.....	31
4.4.3 Wages and work conditions of the children working in animal husbandry ....	31
4.4.4 Working and rest hours of the children .....	32
4.4.5 Types of activities of the children working in animal husbandry .....	33
4.5 Health and labour safety issues of the children working animal husbandry .....	35
<b>FIVE. FINDINGS OF THE SURVEY CONDUCTED AMONG EMPLOYERS .....</b>	<b>38</b>
5.1 Socio-demographic characteristics of the employers .....	38
5.2 Key information of the children working for other households .....	39
5.3 Child labour in animal husbandry .....	40
5.3.1 Labour conditions of the children.....	40
5.3.2 Work conditions and compensation of the children working in animal husbandry .....	41

5.4 Labour safety of the children working in animal husbandry .....	43
<b>SIX. CONCLUSIONS AND RECOMMENDATIONS .....</b>	<b>44</b>
6.1 Conclusions .....	44
6.2 Recommendations .....	47

## LIST OF ABBREVIATIONS

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ILO	International Labour Organization
IPEC	International Programme on the Elimination of Child Labour
MNT	Mongolian National Tugrik (currency)
MOECS	Ministry of Education, Culture and Science
MOFALI	Ministry of Food, Agriculture and Light Industry
MOSWL	Ministry of Social Welfare and Labour
NGO	Non-government organization
TV	Television
WFCL	Worst Forms of Child Labour

## GLOSSARY

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Aimag	Province (there are 21 aimags in the country)
Bag	Rural Primary administrative unit (a soum has 4-5 bags)
Deel	Mongolian national costume
Ger/s	The Mongolian Nomad's Felt Residence
MNT	Mongolian currency 1 USD= 1459 MNT
Naadam	Mongolian National Celebration on 11-13 July, each year
Soum	Rural district (there are about 340 soums in total)
Tsagaan Sar	Asian Lunar Calendar New Year
Zdud	A disastrous winter caused by snowy and cold weather

## ONE. INTRODUCTION

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Mongolia is not a densely populated country, however, 40.4% (1049.2 thousand) of its total population is youth and children up to 19 years-old. The government of Mongolia takes care of education and health of the young generation and offers them free secondary education and protects their health free of charge. Nevertheless, cases of infringement of children's rights, exploitation of their labour and harming their health take place in the country.

Jointly with the government of Mongolia, the ILO's International Programme on the Elimination of Child Labour (IPEC) is implementing the National Program on Elimination of Worst Forms of Child Labour (WFCL) from October 2005 to the end of 2009. The National Programme pays more attention to eliminating WFCL, particularly in informal mining sector (gold, coal and fluorspar), informal employment (carrying loads in markets, home cleaning, and handling wastes), agricultural work (continuous employment in animal husbandry and crop fields) and infringement of human rights (sexual exploitation and human trafficking) in the selected aimags and Ulaanbaatar City. As a result, 6000 children were prevented or pulled out from WFCL, nationwide.

The first child labour report, conducted by the National Statistical Office in 2002-2003 in combination with the employment study, pointed out that there were 68,580 economically active children in age of 5-17 years old, 91.7% of which worked in livestock and crop sectors<sup>1</sup>. The second child labour study conducted in 2006-2007 reported there were 71,330 economically active children and 88.9% of them employed in agriculture, hunting and forestry<sup>2</sup>.

The first study on occupational and employment conditions of children working in agriculture was done in 2001 upon IPEC subscription<sup>3</sup>. The study revealed that almost a half of the children covered by the study were working without any wages. Most of the children paid received their labour fees in kind such as cloth and food. An absence of writing labour agreement led to that the children were paid too small compared to the works they did. This also led to impossibility to protect their rights, as the above studies reported. The study report produced by the National Statistical Office, pointed out that 89.5% of working children were engaged in home-based production without any compensation, including 68.9% pre-school-age children<sup>4</sup>. Furthermore, most of the children working for agriculture are young-age children and school-drop-outs. Even, secondary-school age children worked without a writing labour contract<sup>5</sup>.

The above findings show that not a few herders' children dropped out of school and worked for animal husbandry. This limits children's opportunity to grow and get education, while they are young. This also points out at probabilities of the children working in animal husbandry to be engaged in WFCL and to harm their health and lives.

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<sup>1</sup> NSO, National Child Labour Survey, 2003

<sup>2</sup> NSO, National Child Labour Survey, 2008

<sup>3</sup> Center for Social Development. Study on employed, child herders, 2001

<sup>4</sup> NSO, National Child Labour Survey, 2008

<sup>5</sup> NSO, National Child Labour Survey, 2008



Therefore, an assessment of occupational, employment conditions and labour protection and health and education of children working in livestock sector becomes a priority aim of social welfare and labour of the Mongolian population.

### **Present conditions and specifics of livestock labour in Mongolia**

Mongolia is a country of the traditional pastoral animal husbandry. Totally, 227.5 thousand herding households and 360.2 thousand herders breed 43.3 million animals at the end of 2008. However, 44.6% of the herding households are poor and have small herds up to 100 animals. On average, 46.6% of the total number of herders are 16-35 years old, 40% are 36-55 years old and the rest 13% are elder than 56 years.

The pastoral labour is considered as hard because pastoral livestock production takes place in risky natural conditions including extreme cold, heavy snow and dust storms in winter and spring and hot temperature and droughts in summer, etc.

The Parliament of Mongolia has approved (Resolution 39) the State Policies on Herders that identifies key policy aims to support herders' employment, health and labour protection and improvement of their capacity building, social insurance and comfortable living conditions. The policy document also considers important measures focused on improving legal environment for labour relations of herding households and assisting herders and identifying conditions and criterion of employment of children and eliminating WFCL in the livestock sector.

This requires paying more attentions to detailed studying specifics of child labour in the livestock sector and searching appropriate forms of child labour linked with pastoral lifestyle, traditions and customs, and creating favourable environment for their education, health and security. Hopefully, the present study on occupational and employment conditions of children working in livestock sector will play an important role in solving the faced problems of child labour in the sector.

This study is focused on implementing measures considered in the 2008-2009 action plan approved by the MOSWL, MOFALI and MOECS in 2008, on child labour in agricultural sector.

## TWO. METHODOLOGY OF THE STUDY

---

### 2.1 Purpose of the study

The present study has a key aim to study occupational and employment conditions of children working in the livestock sector and to suggest recommendations on measures to be implemented in the coming years. Based on this, the study will achieve the following objectives:

- To study living condition and education level of children working in animal husbandry;
- To study and make conclusions on labour safety and health conditions of children working in animal husbandry;
- To work out suggestions focused on improvement of occupational and employment conditions of children working in livestock sector.

### 2.2 Research method

The study has collected extensive key and detailed secondary and primary data through combined quantitative and qualitative participatory methods, including survey questionnaires, interviewing, group discussion, observation, mapping and documentation, etc.

***Analyses of secondary and primary information.*** Government policy documents, statistic data and research reports were used as sources for analyses of secondary information. The study team developed three survey questionnaires for each of children working in animal husbandry and their parents and employers and collected and analyzed primary information on their schooling, conditions of their labour contracts, forms of payment, work and rest schedules and work intensity, labour protection and safety, health services, injuries and treatment related to their work and methods preventing from production accidents.

***Interviewing.*** The survey experts conducted interviews with local key informants such as aimag and soum government officials responsible for food, agriculture, livestock, social and health sectors, bag governors and officers of children's organizations. In this way, the survey team collected information on policy and measures locally implemented in relation to child labour in livestock sector.

***Mapping, documentation, observation and case study.*** These methods allowed the survey team to obtain more detailed information on what type jobs herder children do in what labour conditions and how intensive their jobs are.

### 2.3 Study spot and sampling

In accordance with the research methodology, the survey was supposed to cover 15 soums (three soums from each aimag) from Khentii, Tuv, Uvurkhangai, Umnugobi and Khuvsgul aimags that represent different natural and geographical zones of the country. However, the study covered 32 soums in 7 aimags, including Gobisumber and Dundgobi, due to a decrease in number of children working in livestock sector.

**Table 2.1 Coverage of the study (aimags and soums)**

Eco-economic region	Aimag	Soum
Eastern	Khentii	Kherlen, Bayanmunkh, Darkhan, Delgerkhan, Jargaltsaikhan, Murun, Batnorov
Central	Tuv	Jargalant, Batsumber, Zaamar, Altanbulag
Khangai	Uvurkhangai	Bayangol, Zuunbayan-Ulaan, Bayanundur, Nariinteel, Bat-Ulzii, Uyanga, Arvaikheer, Baruunbayan-Ulaan
High-mountainous	Khuvsgul	Tarialan, Tosontsengel, Ikh-Uul, Rashaant
Gobi	Dundgobi	Erdenedalai, Ulziit, Bayanjargalan
	Umnugobi	Mandal-Ovoo, Bulgan, Dalanzadgad, Tsogt-Ovoo
	Gobisumber	Shivee-Ovoo, Sumber

These soums were selected for the study based on the following criterion:

- Number of total and herding households;
- Total population and their age groups;
- Number of school-age children, school-dropouts and children working in animal husbandry;
- Employment of the soum population and available labour force of the livestock sector;
- Number and types of total animals in the given soum.

In the methodology, the study team planned to survey 300 children working in animal husbandry, their parents 300 persons and 300 employers. However, the survey team members interviewed informants less than the estimation due to a decrease in numbers of children working in animal husbandry.

**Table 2.2. Coverage of the survey target groups by aimags**

Selected aimag	Number of informants by survey methods				Total
	Herder children	Parents	Employers	Interviewed	
Gobisumber	12	8	1	3	24
Dundgobi	8	10	2	2	22
Uvurkhangai	51	27	8	2	88
Umnugobi	28	25	-	10	63
Khuvsgul	60	57	7	10	134
Khentii	60	60	20	10	150
Tuv	44	33	19	5	101
<b>Total</b>	<b>263</b>	<b>220</b>	<b>57</b>	<b>42</b>	<b>(N=582)</b>

Table 2.2 shows that the survey covered 263 children working in animal husbandry, 220 parents and 57 employers, in total 540 persons were surveyed through the designated three questionnaires. In addition, 42 key informants were interviewed and the survey covered 582 persons in total. The surveyed children, their parents and employers were selected with assistances of local government officials, bag governors, school social officers and teachers of informal trainings.

## **2.4 Collecting and analyzing the survey data**

The survey has been conducted in the above seven aimags by the 5 sub-teams with 4-5 members NSO, National Child Labour Survey each in period from November 2008 to February 2009. All the quantitative data obtained through the three survey questionnaires are analyzed via SPSS - 13 programmes as simple statistic analyses. In order to crosscheck and validate the survey data, the survey team used detailed information obtained through interviews and case studies.

### THREE. SURVEY FINDINGS OF THE CHILDREN HERDING ANIMALS

This section describes findings of the questionnaire survey conducted among the 263 children working in animal husbandry that highlight their key problems such as their school accessibility, education level, and reasons for school dropping out, attendance in informal training courses, focus on future professions and their labour, health and living conditions.

#### 3.1 Demographic characteristics of the surveyed children

Out of the 263 surveyed children, 45.6% are in Khentii and Khuvsgul aimags, 36.0% in Uvurkhangai and Tuv aimags and 18.4% are in Gobi three aimags. Among them, boys are 77% and girls 23%. In terms of age, 62.7% of them are 15-18 years old, 26.6% are 13-14 years old, 8.8% are 11-12 years old and 1.9% are 9-10 years old.

**Table 3.1. Socio-demographic characteristics of the surveyed children**

Selected indexes	Quantity	Percent
<b>Location</b>		
Gobisumber	12	4.5
Dundgobi	8	3.2
Uvurkhangai	51	19,2
Umnugobi	28	10,7
Tuv	44	16,8
Khuvsgul	60	22,8
Khentii	60	22,8
<b>Age</b>		
9-10	5	1,9
11-12	23	8,8
13-14	70	26.6
15-18	165	62.7
<b>Sex</b>		
Boy	203	77.2
Girl	60	22.8
<b>Education</b>		
School pupil	59	22.4
Trainee of the informal training course	89	33.9
School drop outer	109	41.4
Non attendant	6	2.3
<b>Household income level/livelihood</b>		
Sufficient	65	24.7
Moderate	116	44.1
Insufficient	82	31.2
<b>Total</b>	<b>263</b>	<b>100.0</b>

On average, 9.9% of the surveyed children are 9-12 years old and supposed to attend primary grades of secondary school. It is comparatively low versus the rest 90.1% who are supposed to attend basic and high grades of schools. Most of the later are boys elder than 15 years old. This shows that 15-18 years old boys become important labour force in livestock sector. On average, 44.1% of the surveyed children assessed their livelihoods as moderate, while 31.2% of them declared their household incomes were insufficient. Consequently, insufficient household incomes line become a reason for children to work in animal husbandry.

### 3.2 Education of the children working in animal husbandry

#### 3.2.1 Enrolment level

Out of the 263 surveyed children, 22.4% attend secondary schools and 33.9% attend informal education trainings, while 41.4% have dropped out schools and the 2.3% never attend schools (see Figure 3.1). This points out that some children of rural herding households can't execute their rights to compulsorily possess basic education through formal education system or through evening courses or distant learning or other forms of informal education, in accordance with the Mongolian Constitution and Laws on Primary and Basic Education.

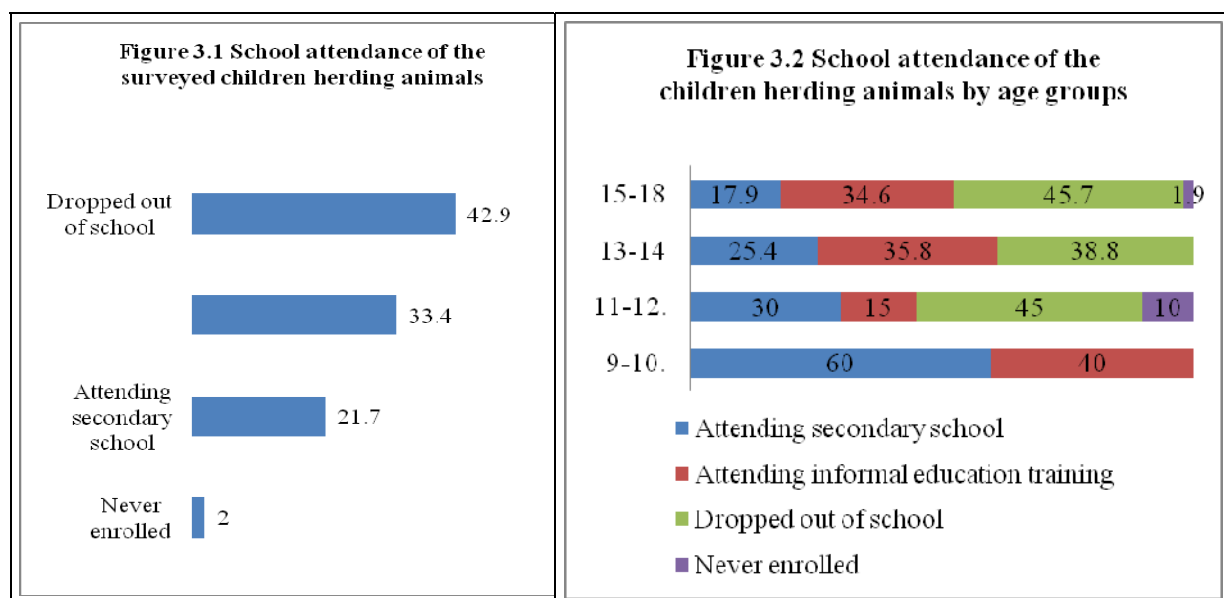


Figure 3.2 figure shows attendance level of the surveyed children working in animal husbandry by their age-groups. It should be taken into consideration of the relevant organization that, in Khuvsgul aimag, 95% of the surveyed children (n=60) answered that they dropped out schools.

**Table 3.2. Ability of the surveyed children to read, write and calculate by their education levels**

Selected index	Ability to read & write				Ability to calculate				Total
	Good	Middle	Poor	Unable	Good	Middle	Poor	Unable	
School pupil	39.0	15.8	2.3	0.0	38.3	18.9	2.4	0.0	59
Trainees of informal training	29.0	45.3	23.3	18.8	34.6	33.6	31.0	33.3	89
School dropped outs	32.0	37.8	72.1	62.4	27.2	45.9	64.3	44.4	109
Never enrolled	0.0	1.1	2.3	18.8	0.0	1.6	2.4	22.2	6
<b>Total in %</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

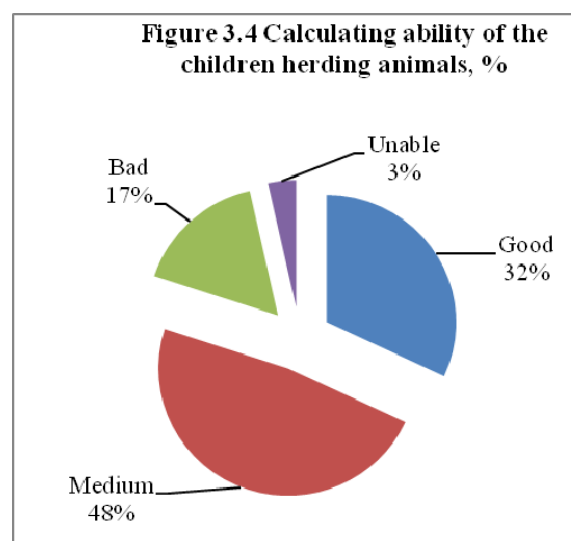
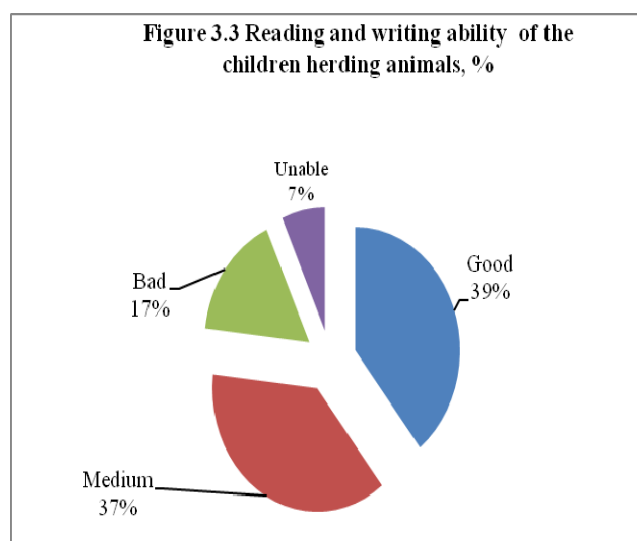


Figure 3.3 shows that 39% or 102 informants read and write ‘well’, 37% read and write ‘medium’, 17% read and write ‘bad’ and the rest 18 children (7%) can’t read and write. Regarding mathematics, 32% of the surveyed children calculate well, 48% calculate ‘medium’ and the rest 17% calculate ‘bad’ and 3% of them can’t calculate at all. Literacy of the informants depends on their education level. For instance, school pupil, who work seasonally in animal husbandry, are better in reading, writing and calculating, while school drop-outs and never enrolled children have worse ability in reading, writing and calculating. Furthermore, 72.1% of the 45 children bad in reading and writing, and 62.4% of the 18 children unable to read and write, are school dropouts. The share of school dropouts is also high or 64.3% among the children bad in calculating and 77.7% among the children who can’t calculate at all. Thus, children working in animal husbandry can’t exercise their rights to get basic education in accordance with the Education Law and the International Convention on Children’s Rights.

### 3.2.2 Reasons for school dropping out

Out of the 263 surveyed children, 61% know that every child must to get basic education (9 year). The rest 39% do not know about such compulsory obligation of basic education and 67.9% of them are either school dropouts or never enrolled children.

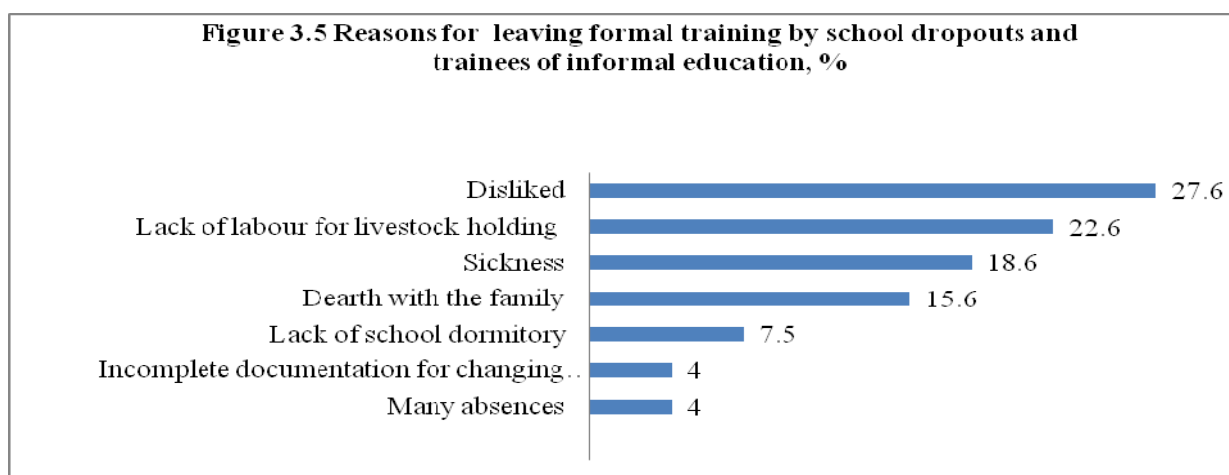


Figure 3.5 shows that 27.6% of the school dropouts declared they did not want to study and 22.6% wanted to study, but they became herders because of a lack of workforce in their livestock holdings. Commonly, 9-10 years old children dropped out schools because of sickness and 15-18 years old youth left schools because of their unwillingness to study.

**Table 3.3. School leaving of children working in animal husbandry by grades, %**

Grade of school dropping out	Quantity	Percent
1	35	18.0
2	42	21.1
3	27	13.4
4	34	17.1
5	16	7.2
6	19	9.8
7	16	8.2
8	7	3.6
9	3	1.5
<b>Number of school dropouts, never-enrolled and attending informal training courses</b>	<b>199</b>	<b>100.0</b>

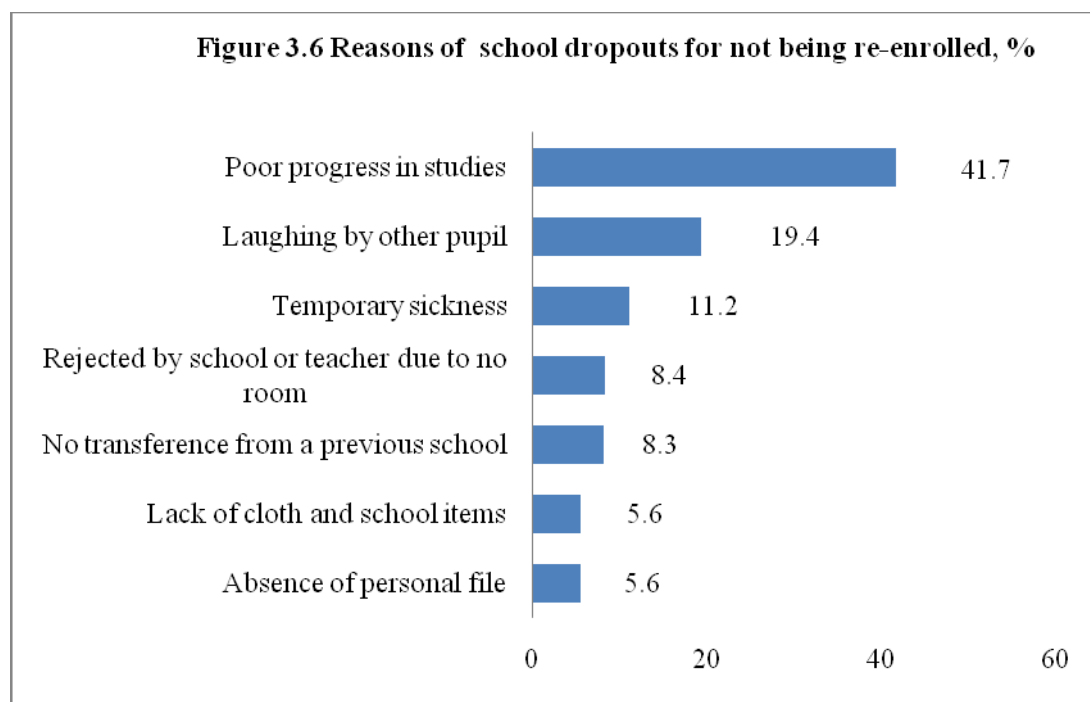
Table 3.3 shows that 69.6% of school dropouts and attendees of informal education trainings have left studying from 1-4 grades. In other words, the most children working in animal husbandry are dropped out from primary grades of secondary schools. Interviews held with the key informants show that herders were inclined to let their boys to leave schools and to work in animal husbandry during privatization of animals of former state and collective farms at the beginning of the transition period.

In addition, a lack of school dormitories, textbooks and home comfortability cause some problems, especially it is related to enrolment of the 6-year-old children to schools. During the field survey, the survey team members observed when young age pupil had chairs and were doing their homework's sitting directly on the floor in dormitories. The enrolment of 6-age children caused reasonable deficits of dormitories. For this reason, many herding households are forced to separate their families into two parts – usually wives look after their young school children in the soum centre and husbands look their animals in their camping areas.



**Case study:** When a herding household lives separately in two places - one to look their school children in the soum centre and another to look their animals in their camping areas, the household faces with some problems. This leads to an increase in expenditure of the household. If the camping area is within 10 km distance from the soum centre, the husband comes at night to the soum centre to meet his wife, leaving their herd without a herder. Some husbands get angry with their wives and drink vodka for some reasons. This creates new social problems for lives of herding households. Therefore, the government and educational institutions need to take actions in order to examine and improve accessibility, comfortability and security of school dormitories in each soums.

(From individual interview with the Governor of the Den Bag, Bulgan Soum, Umnugobi aimag)



The field survey shows that the only 21% of the school dropouts wanted to re-enter the school. Consequently, there is a small chance for school dropouts to continue their study in secondary schools. School dropouts don't want to re-enter their schools for reasons such as jeering and chaffing. The surveyors observed that the local government and educational organizations ignore and do not pay due attention to the school dropouts.

### 3.2.3 Informal education

The 2006-2015 Education Sector Master Plan approved in 2006 considers the following measures regarding children working in animal husbandry, who have not gain basic education, in due time:

- To create an opportunity for them to gain basic education through informal education system;
- To improve quality of informal education by capacity building of teaching staff;
- To improve learning environment of informal education by increasing capacity and resources of the Enlightenment Cabinets;
- To improve policy and strategy of the informal education system;
- To form information and financial system of the informal education system.

The survey team members observed that most local governments and educational organizations put their efforts to re-train and give primary, basic and complete secondary education to the children working in animal husbandry. For instance, Khentii aimag Education Department registered all the children in a computer network by their names, sex and ages and monitored whether they were attending the informal education classes. The governor of Dundgobi aimag tasked and monitored the soum and bag governors and schools' directors to re-train all the school age children working in animal husbandry, by issuing a special resolution. The governor of Umnugobi aimag included and monitored the informal education training of school dropouts in Agreements concluded with the soum governors.

The analyses of the survey data shows that 82.1% of the 13-14 years old children and 74.9% of the 15-18 years old children have not basic education, and most of them are dropped out of junior grades. Out of the children working in animal husbandry, 74.5% declared that they were interested in the informal education. However, the study team members observed that there is a need to improve training methods and quality of the informal education system.

Regarding future professions, 21.3% of the surveyed children want to be herders and the rest name other profession such as teachers, medical doctors and constructors, while 50 children or 19% have no idea about their future professions. Therefore, the traditional herding needs to be enriched with modern technology and occupation of a herder has to be recognized and approved as a special profession able to manage animal husbandry in accordance with the market economy principles. In addition, there is a need to provide information and advices for herding children and youth about their occupation and profession and their rights and obligation to get education and positive impacts of possible professions.

**Table 3.4. Professions preferred by the surveyed children to possess in the future, %**

Preferred profession	Quantity	Percent
Teacher	25	9.5
Driver	45	17.1
Plumber/welder	4	1.5
Monk	3	1.1
Human doctor	15	5.7
Herder	59	22.4
Tailor	7	2.7
Construction	17	6.5
Singer	3	1.1
Economist	1	0.4
Manager	1	0.4
Policeman	6	2.3
Carpenter	6	2.3
Cook	7	2.7
Hairdresser	4	1.5
Electrician	5	1.9
Do not know	50	19.0
No answer	5	1.9
<b>Total</b>	<b>263</b>	<b>100.0</b>

The percentage of school dropouts is higher among children without an idea about their future profession. Therefore, the local governments need to improve information and promotion of

implementation of education policies and informal education system in the country. Maybe, rural education organizations need to cooperate with agricultural extension centres.

The local government officials think that the number of children working in animal husbandry has decreased recent years. Especially, after the 2000 zdud, herders understand that animal husbandry is risky; consequently, they wish to educate their children. Although children can possess professions through informal education system, herders prefer formal education and try to prevent their children from dropping out of schools.

The soums covered by the survey organize two-week informal trainings twice a year. Nevertheless, secondary schools in Umnugobi and Dundgobi aimags do not allow the trainees to take textbooks with themselves. This negatively results in informal education for the children herding animals. The only secondary school of Mandal-Ovoo soum has established and is successfully running an Enlightenment Cabinet for trainees of the informal education. The other schools need to follow this example. On the contrary, parents and teachers criticize that most secondary schools make teachers of informal education to do extra works.

Despite of some progress in informal education of the children working in animal husbandry, the survey team members observed that none of labour, education and children's organizations takes full responsibilities for issues related to labour, labour safety and health of children working in animal husbandry. Especially, the aimags' and soums' governors' offices lack information related to these issues. Furthermore, the local governments and secondary schools need to pay more attention to supply young and adult trainees of the informal training with adequate training rooms.

### 3.3 Child labour, labour safety and health conditions in animal husbandry

#### 3.3.1 Child labour in animal husbandry

The analyses of the survey data shows that 60% of the surveyed children have started assisting their parents in animal husbandry work when they were 7-9 years old, even some of them started this when they were 4 years old.

**Table 3.5. Age of the surveyed children when they started participating in herding, %**

Age started assisting in animal husbandry work	Percent in total	Age started herding animals on own	Percent in total
4	1.6	-	-
5	5.5	-	-
6	11.4	6	0.4
7	27.7	7	4.3
8	20.5	8	13.4
9	6.3	9	8.3
10	14.6	10	24.0
11	3.9	11	9.4
12	2.8	12	17.3
13	2.4	13	10.6
14	2.8	14	4.7
15	0.8	15	4.3
16	0.4	16	0.8
17	-	17	0.8

Age started assisting in animal husbandry work	Percent in total	Age started herding animals on own	Percent in total
18	-	18	0.4
No responded	-		1.2
<b>Total, %</b>	<b>100.0</b>		<b>100.0</b>
<b>Total number of informants</b>	<b>263</b>		<b>263</b>

A data analysis of Table 3.5 shows that the surveyed children started assisting in animal husbandry work from 8 years old and they started herding of animals on own, from 11 years old. These ages are acceptable for doing so in terms of Mongolian traditions, but it is in contradiction to international norms on the child labour. For instance, Convention # 138 of ILO set the minimum age of children to start doing simple work as 15 for less developed countries. The convention also considers purpose and characteristics, safety and protection of child labour including criterion such as working conditions, presence of supervisors, length of working day, etc.

Based on these criterion, the Mongolia legislation prohibits employing children under 18 years old in occupation that might harm health, secure and moral of children. Therefore, the labour regulation of children working in agriculture, especially in livestock sector should be refined in terms of their labour criterion and conditions, including a list of allowed and disallowed activities for children.

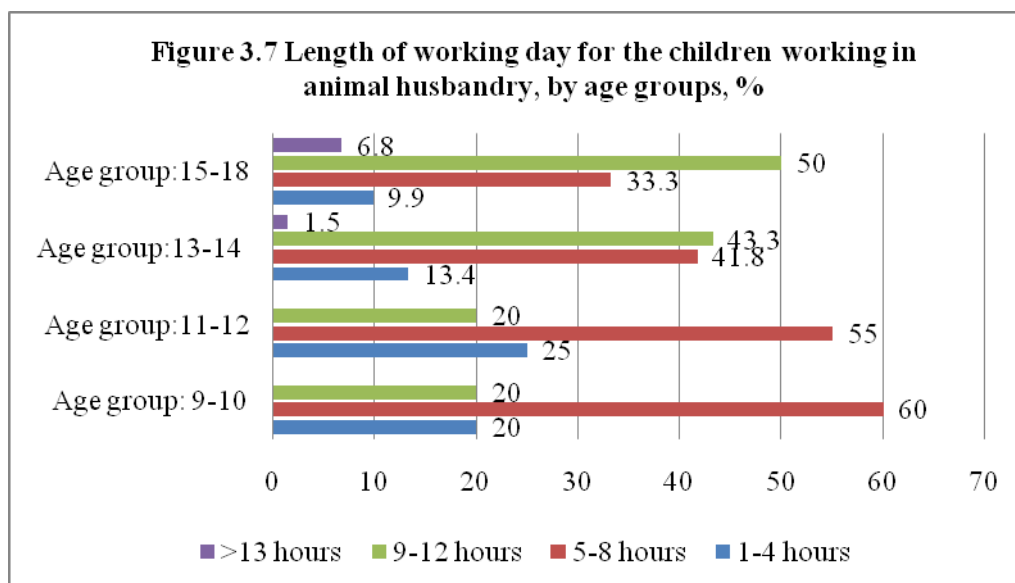
**The survey result shows that 69.6% of the children working in animal husbandry live in their resident gers, while the rest 30.4% work for and live with other herding households. The later must be in the serious attention of local authorities.** Working and living in places other than their homes might lead to hidden exploitation of child labour and to infringement of their key rights. Further, Resolution 107 of the Minister for Social Welfare and Labour prohibits employing children less than 18 years as home cleaners for households other than own families. It is also applicable to child labour in livestock sector and employing child labour by households other than his/her own family must be prohibited. This survey shows that there is a need for more detailed regulation on labour contract and compensation of children working in animal husbandry, in addition to characteristics, safety and protection, length of working day of the children.

**Table 3.6. Residence types of the children working in animal husbandry**

Aimag name	With whom they are staying					Total
	At home	With the family where left own herd	With the employer	With the grandparents	With the relatives	
Gobisumber	91.7	0.0	0.0	0.0	8.3	100.0
Dundgobi	52.6	0.0	28.9	5.3	13.2	100.0
Uvurkhangai	80.4	3.9	2.0	7.8	5.9	100.0
Umnugobi	88.0	4.0	4.0	4.0	0.0	100.0
Khuvsgul	85.0	0.0	10.0	1.7	3.3	100.0
Khentii	43.3	8.3	11.7	6.7	30.0	100.0
Tuv	75.0	0.0	0.0	0.0	25.0	100.0
<b>Total</b>	<b>69.6</b>	<b>3.1</b>	<b>10.3</b>	<b>4.7</b>	<b>12.3</b>	<b>100.0</b>

Table 3.6 shows that 17% of the surveyed children live with their grandparents and relatives, 10.3% with the employers, while about 70% live at home. The survey findings show that protection of the children's rights becomes much complicated when they live with and look after animals of their grandparents and relatives. In such cases, the children often work longer in risky conditions and without labour compensation. The surveyed children informed that they worked for non-relative families one year as minimum and 10 years as maximum.

The length of working days of the children working in animal husbandry is analyzed in Figure 3.7 by their age groups. Most of the surveyed children informed that they worked 9-12 hours a day. This shows that children exercise long working days in animal husbandry.



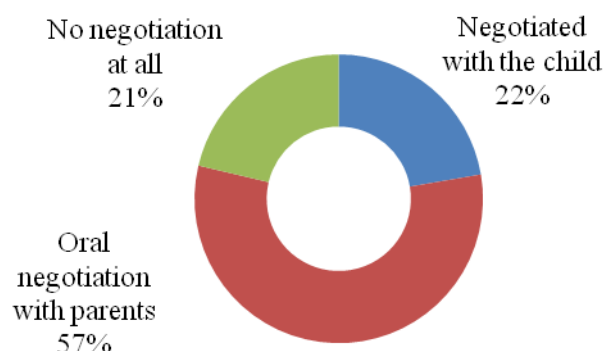
At the same time, working day of the children proportionally lengthens as their ages go up. For instance, a half of the 15-18-years old children worked 9-12 hours per day, while 43.3% of 13-14 years old children had such a long working day. At the same time, 6.8% of the surveyed children answered they worked 13 or more hours per day.

Out of the ыгжсунб 13-14 years old children, 85.1% answered they used to work 5-8 hours per day as minimum. This directly contradicts with regulations of the Labour Law of Mongolia and directives of the International Convention on child labour that set daily working hours for such young children no more than 30 hours a week.

### **3.3.2 Child labour contract, condition and compensation in animal husbandry**

The survey result shows that labour contract, condition and compensation of children working in animal husbandry is becoming most problematic and needs due attention of relevant organizations.

**Figure 3.8 Labour contract status of the children working for relative or non-relative households, %**



Out of the surveyed children working for other households, 57% informed that their parents negotiated orally with their employers, 22% of answered they negotiated with the employers on own, while the rest 21% had no negotiation with the employers, at all (see figure 3.8). Although parents and guardians make oral negotiation with the employers, they usually leave issues related to child labour protection and safety and their working conditions and compensations. In addition, any kind of negotiation made with the children younger than 16 years old can't be valid because the legislation does not allow them to enter into labour relations on their own.

In case, an employer is transferring animal husbandry practices to a 14 years old child, the employer and the child are allowed to make Labour Contract to identify labour protection and safety and work condition of the child, with permission of his/her parents. Nevertheless, the survey revealed that the children working in animal husbandry had no any legal protection. Unfortunately, none of the agricultural, labour and social welfare organizations initiated sample labour contract for children working in animal husbandry. The children looking after own households' animals have no idea about the child labour contract and their labour compensation.

**Table 3.7. Status of labour contracting of the children herding for other households**

Selected index	Status of labour contracting and negotiating			Total
	Negotiated with children	Negotiated with parents	No negotiation at all	
<b>Aimag name</b>				
Gobisumber	0.0	0.0	100.0	100.0
Dundgobi	29.2	37.5	33.3	100.0
Uvurkhangai	9.1	63.6	27.3	100.0
Umnugobi	0.0	50.0	50.0	100.0
Khuvsgul	33.3	66.7	0.0	100.0
Khentii	22.2	62.2	15.6	100.0
Tuv	0.0	100.0	0.0	100.0
<b>Age group</b>				
9-10	33.3	66.7	0.0	100.0
11-12	22.2	44.4	33.3	100.0

Selected index	Status of labour contracting and negotiating			Total
	Negotiated with children	Negotiated with parents	No negotiation at all	
13-14	25.8	54.8	19.4	100.0
15-18	19.6	58.8	21.6	100.0
<b>Total</b>	<b>22.3</b>	<b>56.4</b>	<b>21.3</b>	<b>100.0</b>

Table 3.7 shows that percentage of the children working without a labour contract is increasing as age group goes up.

**Case study:**

*I don't know well about my labour contract. Probably, the employer negotiated with my parents, however, I like herding animals. My employer provides me with cloth and promises to give a one-year old calf this year.*

*(from individual interview with the 15-years old boy working for other family in Batsumber soum, Tuv aimag)*

The survey result shows that over 50% of the interviewed children have not negotiated with their employers about their wages and encouragements.

**Table 3.8. Employment conditions negotiated by the children and employers, %**

Selected index	Negotiated	Negotiated	Total
Working and rest hours	15.0	85.0	100.0
Amount of wages	45.0	55.0	100.0
Health service	15.0	85.0	100.0
Education service	7.8	92.2	100.0
Preventing from accidents	5.0	95.0	100.0
Compensation in case of accidents	5.0	95.0	100.0
Work conditions	5.0	95.0	100.0
Work types, intensity and frequency	0.0	100.0	100.0

Table 3.8 shows that 45% of children herding for other households answer that they negotiate wages, orally. However, both parties do not negotiate issues of the main rights of children related to education, health, work conditions and intensity. This means that both children and employers join due to their economic interests. It is not excluded that employers enforce their interests based on their advantages and do not care of children's interests. Such an unequal relations might put children's health, lives and safety at risk. To the question "Why employers do not make labour contract with children employed", the surveyed children answered as indicated in Figure 3.9.

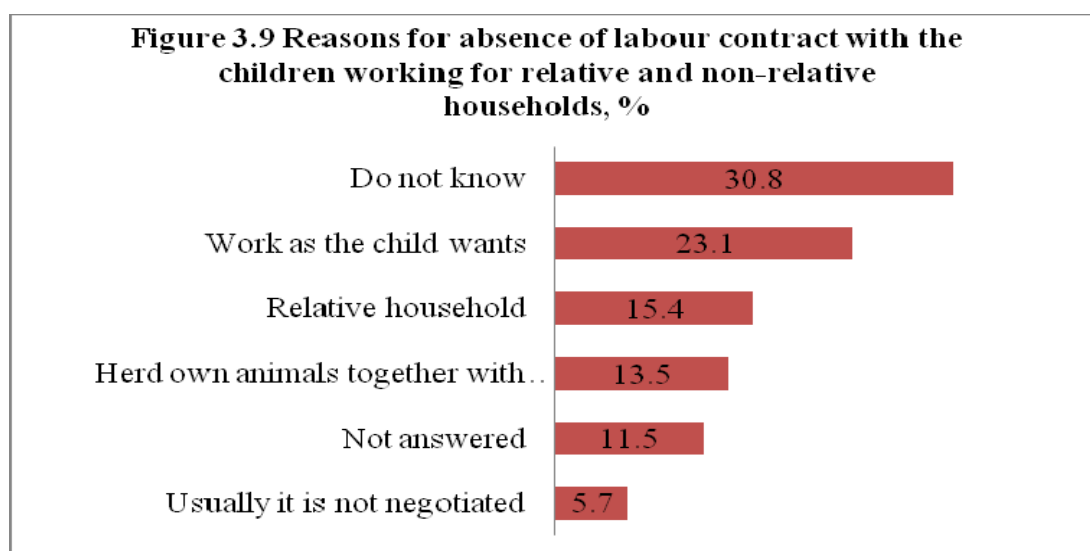


Figure 3.9 shows that 30.8% of the interviewed children working for relative and non-relative families answered ‘do not know’ why they work without labour contract, 23.1% of them answer ‘work as they wish’, 15.4% say they work for relatives, 13.5% herd own animals together with herds of the employers and 11.5% of them did not answer to this question.

**Out of the children herding for other households, 30% are paid in cash, 63.8% are paid in kind and the rest 6.2% are not paid.** On average, the former receives 53,000 MNT and the monthly compensation varies from 1,000 to 200,000 MNT. Such an unequal wages indicates that there is exploitation of child labour. This suggests a necessity to set sample payment scheme for both children and adults engaged in various types of livestock activities, considering their work conditions and differences in geographical and economic regions.

The survey also shows that the children paid in kind usually receive food, cloth and some school items in an exchange for their labour.

**Table 3.9. Types of in-kind payment for the children working for other households**

Selected index	Percent
Training fee	0.0
School items	7.5
Food	67.8
Cloth	75.9
Other	17.2
<b>Number of children paid in kind</b>	<b>60</b>

*Note: the percentage should not be 100 because of multiple options of answers.*

Some children gave answers that in-kind payments might be a sheep per month or sometimes a colt or sharing with prizes, if participated in horse-racing. Delivery time of compensation for the children’s labour is not regular as indicated in Figure 3.10.



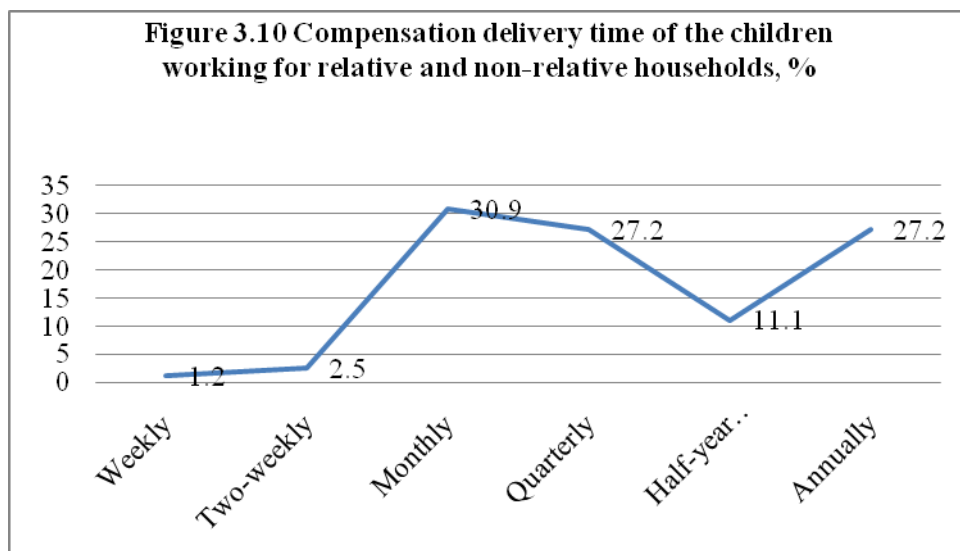


Figure 3.10 shows that 30.9% of the children working for other households are paid monthly, 27.2% quarterly, 11.1% once in a half year and 27.2% are paid annually. However, 13.1% of these children declared that the employers did not compensate their labour on the scheduled time.

This points out again the necessity to elaborate an appropriate sample format of labour contract in accordance with the international standard that can fairly identify legal rights, obligations and responsibilities of both herders and employers in accordance with the legislation.

### ***3.3.3 Labour safety and common problems of the children working for animal husbandry***

This section describes working conditions, labour safety, working cloth supply and common problems of children working in animal husbandry and how well the employers go with the children working for them.

**Table 3.10. Work and rest schedules and holidays of children working for other households**

	Quantity	Percent
<b>Time of getting up in the morning</b>		
5	1	0.4
6	35	13.3
7	119	45.3
8	97	36.9
9	10	3.8
10	1	0.4
<b>Time of going to the bed</b>		
20	31	11.8
21	78	29.7
22	101	38.4
23	50	19.0
24	3	1.1

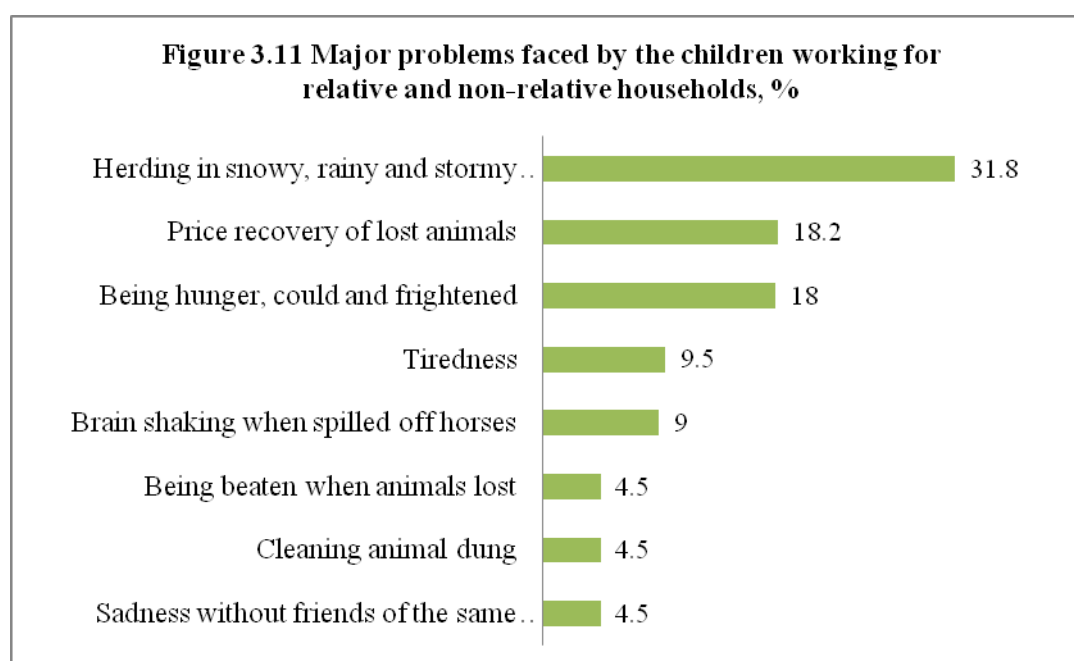
	Quantity	Percent
<b>Whether leave during the public holidays</b>		
Tsagaan Sar and Naadam	56	21.3
New year	41	15.6
International children's' day	14	5.3
All the public holidays	39	14.8
Birthday celebration	2	0.8
No leave at all	111	42.2
<b>Total</b>	<b>263</b>	<b>100.0</b>

Out of the surveyed children, 82.2% get up 7-8 a.m. in the morning and 57% go to bed at 10-11 p.m. However, younger children go to bed a little bit early, while children elder than 13 years go to bed later. Some of them get up at 5-6 a.m. On average, the children working in animal husbandry get up at 7 a.m. and go to the bed at 10 p.m. This shows that the children working in animal husbandry sleep longer.

However, 42.2% of the surveyed children answered that they had no a leave during public holidays, while some of them get a leave during national public holidays such as Tsagaan Sar and Naadam. The children riding racing horses declared they had not a leave during Naadam.

This is a basis to conclude that employers of some children working in animal husbandry don't follow norms of labour relations set by the legislation: i) the children start their next day work in less than 12 hours (it is not allowed by the Labour Law); and ii) the children can't get a leave during the national public holidays.

The survey shows that majority of the surveyed children said that they didn't face serious problems, except less than 10 children declared that they experienced cases of getting hunger, thirsty and cold. Nevertheless, the most children working in animal husbandry often face problems related to livestock production, their bodies and mentalities and lives and social issues and responsibilities of individuals, as indicated in Figure 3.11.



Almost one-third of the surveyed children (31.8%) said that herding in unfavorable weather conditions (snowing, storming and raining) was risky for their health and lives, while 18.2% pointed out that loosing animals and compensating their costs was a problem. Also, 18% of them were hunger, cold and frightened and 9.5% were tired, while 9% spilled off riding horses.

The problems are different by their age groups, for instance, 9-10 years old children name tiredness as a problem and 15-18 years old youth think losing their herds in snowy and rainy weather is a problem. Apart from these, 6.8% of them declare that their parents and employers admonish and beat them. It is an indication of that the children working in animal husbandry are subjected to pressure and violence.

To the question “What is the most difficult issue when work for animal husbandry”, all the surveyed children answered as indicated in Figure 3.12.

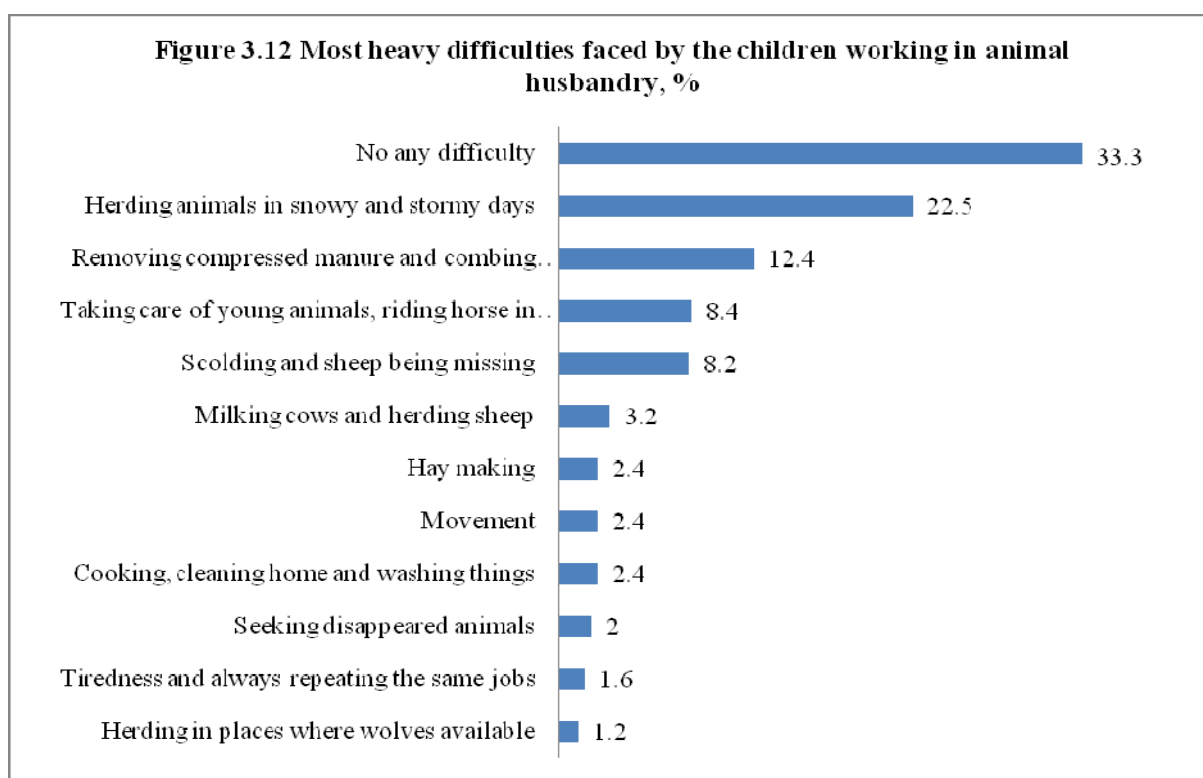


Figure 3.12 shows that 33.3% of the informants do not see any difficult activities in animal husbandry, however, most of them look after their own herds. The rest children named the following activities as the most difficult, for instance, herding animals during snow and dust storms (22.5%), removing compressed animal dung and goats combing (12.4%), taking care of newborn animals, horse riding in winter and managing horses (8.4%), losing some part of their herd (8.2%), etc. These indexes show riskiness of labour conditions and activities of children working in animal husbandry.

Despite of the small percent, some children were frightened when they were herding animals in obscure places, especially in places wolves are available. Out of the children senior than 13 years old who herded individually, 17.5% lost some from their herds in attacks of wolves. Of them, 14.3% compensated costs of the lost animals to the employers.



*Note: My grandfather says me ‘do not go away from the herd where wolves are available’.*

The survey team paid its attention to labour safety of the children working animal husbandry and 24.2% of them stated that they experienced working in dangerous for their health and lives conditions. In such cases, 39.1% of the informants pointed out that they were injured. This shows that child labour in animal husbandry is risky and might harm children’s health. The dangerous working conditions, named by the surveyed children, are indicated in Figure 3.13.

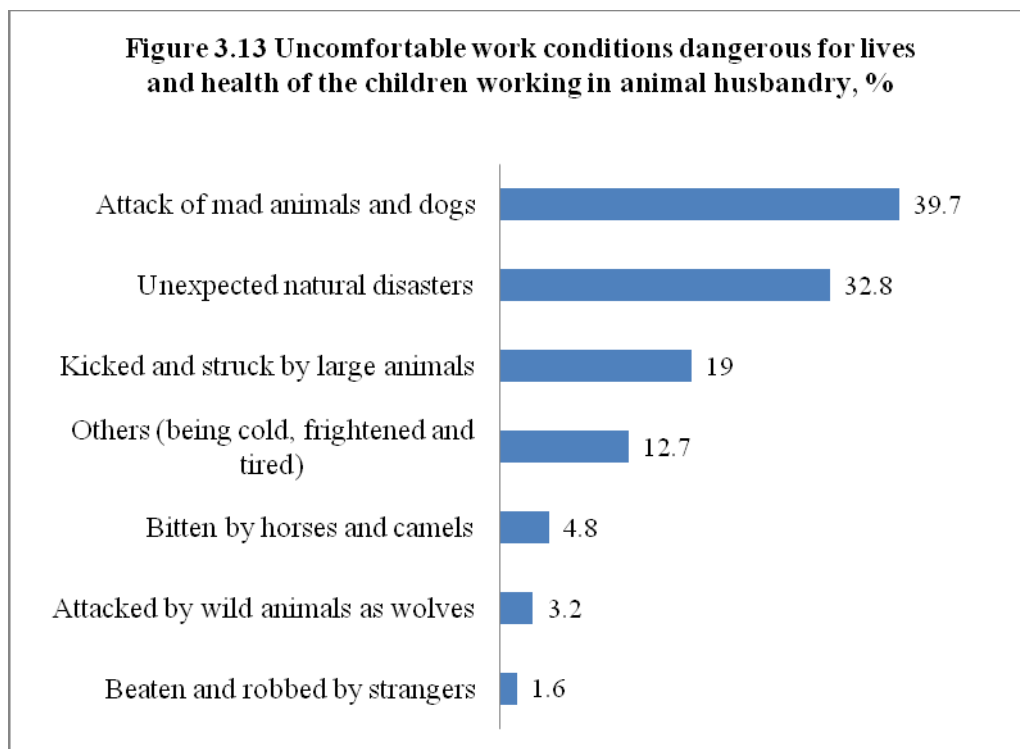


Figure 3.13 shows that almost 40% of the informants said that they were attacked by mad animals or bitten by dogs, 32.8% were herding in extreme weather conditions (snow and dust

storms and rainfall), and 19% were struck against horns of animals and kicked with the feet of large animals.



*Note: My grandmother says me it is not easy to herd goats in windy days and bought me warm cloth and bicycle.*

The survey team analyzed types of risks encountered by the surveyed children in details as indicated in Table 3.11.

**Table 3.11. Types and percent of risks that the surveyed children encountered**

Selected criteria	Yes	No	Total	Risky actions
Taking care of sick animals	10.0	90.0	100.0	<ul style="list-style-type: none"> <li>• Injecting horses sick with glanders</li> <li>• Injecting animals sick with foot-mouse disease</li> <li>• Taking care of animals affected with maggots</li> <li>• Bathing mangy animals</li> <li>• Taking off ticks and mites x</li> </ul>
Dealing with sharp edge knives and cutleries	16.8	83.2	100.0	<ul style="list-style-type: none"> <li>• Hay making</li> <li>• Shearing sheep</li> <li>• Slaughtering animals</li> <li>• Combing goats</li> </ul>
Carrying heavy things on own back	18.0	82	100.0	<ul style="list-style-type: none"> <li>• Carrying compressed and dry dung on back</li> <li>• Constructing and dismantling animal fences</li> <li>• Watering animals from hand-wells</li> </ul>
Dealing with toxic matters	3.2	96.8	100.0	<ul style="list-style-type: none"> <li>• Treating animals affected with maggots</li> <li>• Bathing animals</li> </ul>
Working in too dusty environment	36.0	64	100.0	<ul style="list-style-type: none"> <li>• Cleaning animal fences from dry manure</li> <li>• Suckling and unsuckling calves</li> <li>• Horse racing</li> <li>• Herding animals in dusty days</li> </ul>
Working on tall things with a danger to fall down	4.4	96.8	100.0	<ul style="list-style-type: none"> <li>• Riding racing horses</li> <li>• Falling off animal shelters and sheds</li> </ul>
Others	1.6	98.4	100.0	<ul style="list-style-type: none"> <li>• Falling down from riding horses</li> </ul>

Table 3.11. shows that level of risks occurred with the informants are not great. Nevertheless, 10% of the surveyed children took care of sick animals, 16% experienced working with sharp edgy knives and cutleries, 18% carried heavy things on their own backs, and 36% worked in too dusty environment. Some children also dealt with toxic chemical matters when they assisted in injecting and treating sick animals and drenching animals to prevent from or/and treat animals affected by mange. These are evidence of riskiness of the children working in animal husbandry, although most of the children surveyed knew negative impacts of these works and how to protect their health. The riskiness of child labour in livestock sector becomes more obvious when their employers don't provide appropriate work cloths and instructions on their labour safety. For instance, 54.9% of the children herding animals for other households declared that their employers did not provide them with working cloths. The rest of the children received work cloths such as protection hats, sport costumes, deel (national costume), gloves, etc. Horse racers provided the children riding racing horses provided with protection hats (kaska) to protect them from head and brain injuries.

Out of the surveyed children, 70.8% informed that they received advices on labour protection and safety. It is not bad indicator, but they received such advices mainly on TV and radio transmissions. However, the surveyors observed that such media transmissions are focused on weather forecasts, not on developing skills of herders to prevent from potential risks in production and job places.

### **3.3.4 Occupational health conditions of the children working in animal husbandry**

Generally, the labourers in animal husbandry work endless and their labour contains risks. There are a few cases of trauma and damages and getting invalid, even losing their lives because of extreme weather conditions and falling from horses and other large animals. Nevertheless, the children, their parents and employers don't pay enough attention to health conditions of the children working in animal husbandry.

The study results show the present situation of occupational health of the children working in animal husbandry. For instance, 73.1% of the surveyed children passed medical examination. The rest of them pointed out that medical examination wasn't in rural areas and some said that there was no reason to go to the medical examination.

**Table 3.12. Medical insurance coverage of the children working in animal husbandry**

Selected index	Presence of medical insurance certificate		Total
	Yes	No	
<b>Location</b>			
Gobisumber	91.7	8.3	100.0
Dundgobi	86.8	13.2	100.0
Uvurkhangai	98.0	2.0	100.0
Umnugobi	88.0	12.0	100.0
Khuvsgul	100.0	0.0	100.0
Khentii	85.0	15.0	100.0
Tuv	87.5	12.5	100.0

Selected index	Presence of medical insurance certificate		Total
	Yes	No	
<b>Age group</b>			
9-10	80.0	20.0	100.0
11-12	90.0	10.0	100.0
13-14	95.5	5.0	100.0
15-18	91.4	8.6	100.0
<b>Total, %</b>	<b>92.1</b>	<b>7.9</b>	<b>100.0</b>
<b>Number of the children</b>	<b>239</b>	<b>24</b>	<b>263</b>

Table 3.12 shows that 92,1% of the surveyed children has medical insurance certificate, but 20% of the children in age group 9-10 years old and 10% of the children in age group 11-12 haven't medical insurance certificate. They explained this differently, for instance, some of them declared they didn't need and some of them lost their medical insurance certificates. However, 15.2% of them pointed out that they were sick as indicated in Figure 3.14.

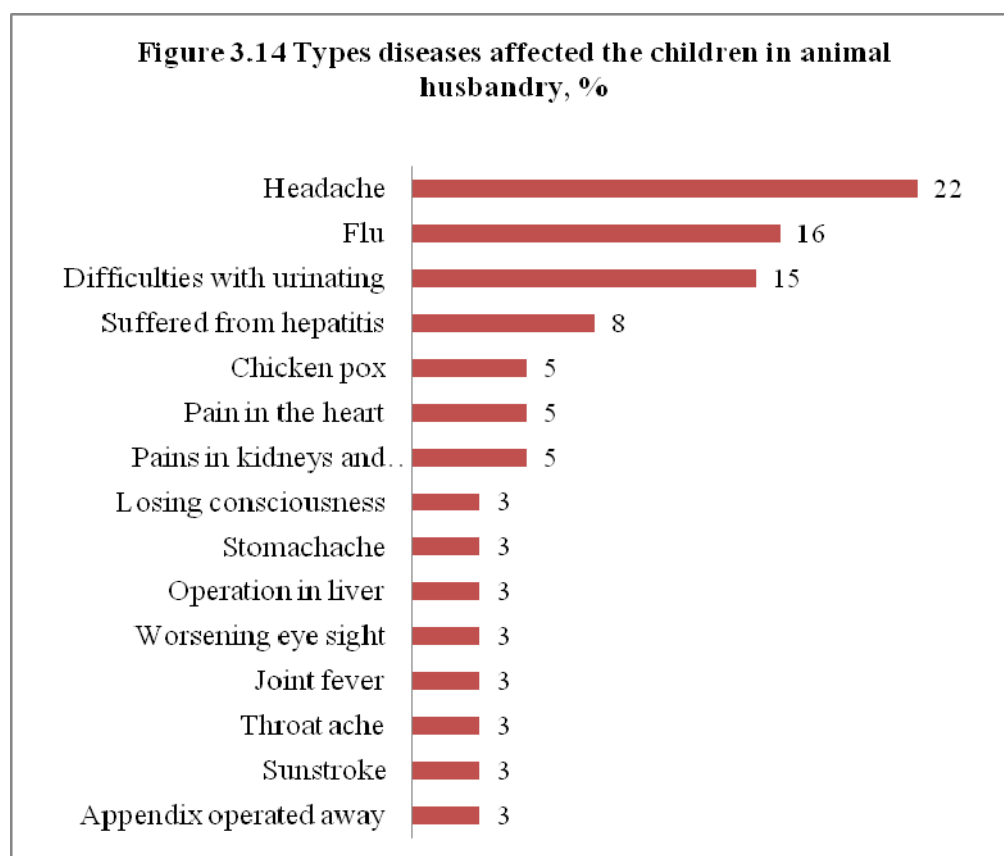


Figure 3.14 shows that the children, who were sick, suffered from diseases related to their living and working conditions, for instance, 22% of them had headache, 16% infected by flu, 15% had disease related urine system and 8% infected with virus of hepatitis, etc.

Out of the children being sick, 63% informed they got medical aids and services, but most of them just took medicines. Furthermore, 60% of them said the medicines were bought by their parents, while 20% of them declared that their employers bought medicines for them.



As previously mentioned, 39.1% of the children experienced working in dangerous for their health and lives conditions, were injured. A half of them received medical aids and services. This indicates that the children working in animal husbandry have poor access to medical services when their lives and health are in a danger.

### **Case study**

*T. A...is 16 years old boy and goes to 9<sup>th</sup> grade and lives in dormitory of Gobisumber Secondary School. He lives together with his mother, stepfather and three younger brothers in Bag 5, Gobisumber aimag. When he was 13 year old, he froze his two legs when he rode a racing horse of his uncle during Tsagaan Sar. After that, the boy treated two months in the aimag hospital and six months in the uncle's home. Since that time, his two legs were festering, almost two years. Now, one of his two legs completely recovered, but the other one can fester again. He told that it was likely warm for him, when he rode the racing horse, but adult people said it was extremely cold. When showed his two legs, his two shins were in big brown cicatrices.*

*(From individual interview in Gobisumber aimag)*

The children, who didn't receive medical aids, explained the reasons differently, for instance, some of them went to see bonesetters, some said the hospitals were far, while some said it was recovering on own.

**Table 3.13. Types of livestock works that caused trauma and damages of children**

Trauma and damage	Percent	Work types caused trauma & damages	Why
Damages in brain and spinal cord	8.9	<ul style="list-style-type: none"> <li>• Dropped down off: <ul style="list-style-type: none"> <li>○ Racing horses</li> <li>○ Riding horses when herded</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Dropped down off horses</li> <li>• Dropped down off rocks</li> <li>• When herded</li> <li>• When played</li> <li>• Slipped down</li> <li>• When saddle girth went off</li> <li>• When were looking after cows</li> <li>• When herded without gloves</li> <li>• No answered</li> </ul>
Fractures in hands and legs	8.1	<ul style="list-style-type: none"> <li>• When horse raid</li> <li>• When wrestling</li> <li>• When dropped from doorstep</li> </ul>	
Damages in fingers and toes	3.7	<ul style="list-style-type: none"> <li>• Dropped off calf</li> <li>• When roped horses</li> </ul>	
Damages in skin	2	<ul style="list-style-type: none"> <li>• Bitten with the feet of horses</li> <li>• When sheared sheep</li> <li>• When combed goats</li> </ul>	
Burns	6.1	<ul style="list-style-type: none"> <li>• When boiled tea</li> </ul>	
Froze arms and legs	15.0	<ul style="list-style-type: none"> <li>• When herded in winter</li> </ul>	
Brucellosis	0.8	<ul style="list-style-type: none"> <li>• Dealt with sick animals</li> </ul>	

Table 3.13 shows that the children working in animal husbandry get trauma, damages and zoonosis, when they do not follow rules of labour protection and preventing from occupational diseases and due to absence of labour protection cloths and tools.



## FOUR. FINDINGS OF THE SURVEY CONDUCTED AMONG PARENTS

### 4.1 Socio-demographic characteristics of parents of children working in animal husbandry

The survey team members have interviewed 220 parents of the children working in animal husbandry and most of them were fathers. On average of the surveyed households, a household has 5 family members in variation from 2 up to 10.

**Table 4.1. Some socio-demographic characteristics of the parents covered by the survey**

Selected index	Quantity	Percent
<b>Location</b>		
Khentii	61	27.7
Tuv	33	15.0
Umnugobi	25	11.4
Dundgobi	10	4.5
Gobisumber	7	3.2
Khuvsgul	57	25.9
Uvurkhangai	27	12.3
<b>Age group</b>		
22-29	6	2.7
30-39	57	25.9
40-49	110	50.0
50-59	38	17.3
60-69	9	4.1
<b>Gender</b>		
Male	170	77.3
Female	50	22.7
<b>Education level</b>		
Special secondary	11	5
Complete secondary	39	17.7
Incomplete secondary	116	52.7
Primary	39	17.7
Able to read/write	8	3.6
Don't know	7	3.2
<b>Marital status</b>		
Married	162	73.6
Unmarried	58	26.4
<b>Total</b>	<b>220</b>	<b>100.0</b>

Table 4.1 shows that 75.9% of the surveyed parents are middle-aged or in age group 30-49 years old and 75.4% of them have special secondary, complete secondary and incomplete secondary education.

## 4.2 Livelihood sources of the surveyed parents

More than two-third (68.6%) of the surveyed parents stated key sources of their livelihoods come from animal husbandry, although some of them mentioned pensions, allowances and production/service incomes as important livelihood sources. Sizes of their livestock holdings are given in Table 4.2.

**Table 4.2. Livestock holdings of parents of the children working in animal husbandry, by species**

	Quantity	Percent
<b>Sheep</b>		
1-50	66	30.0
51-100	32	14.5
101-200	34	15.5
201-300	14	6.4
301-400	8	3.6
401-453	2	0.9
No sheep	64	29.1
<b>Goats</b>		
1-50	69	31.4
51-100	33	15.0
101-200	32	14.5
201-300	20	9.1
301-400	3	1.4
401-500	1	0.5
501-620	5	2.3
No goat	57	25.9
<b>Cattle</b>		
1-10	61	27.7
11-20	31	14.2
21-30	13	5.9
31-40	3	1.4
41-50	3	1.4
51-60	6	2.7
No cow	103	46.8
<b>Horses</b>		
1-10	68	<b>30.9</b>
11-20	45	20.5
21-30	15	6.8
31-40	2	0.9
41-50	1	0.5
51-65	3	1.4
No horse	86	39.1
<b>Camels</b>		
1-10	16	7.3

	Quantity	Percent
11-20	3	1.4
21-30	1	0.5
31-40	2	0.9
41-50	1	0.5
51-65	3	1.4
No camel	194	88.2
<b>Total</b>	<b>220</b>	<b>100.0</b>

Out of the 220 surveyed parents, 60% have up to 200 sheep and goats per household, however, 46.8% have no cattle, 39.1% have no horse and 88.2% have no camel, at all. This shows that most parents of the children working in animal husbandry are poor households.

**Table 4.3. Self-assessment of their livelihoods by the surveyed parents, %**

Aimag name	Livelihood level of the households				Total
	Sufficient	Satisfactory	Insufficient	Highly insufficient	
Khentii	13.1	18.0	42.6	26.2	100.0
Tuv	15.2	27.3	54.5	3.0	100.0
Umnugobi	16.0	48.0	28.0	8.0	100.0
Dundgobi	10.0	30.	60.0	0.0	100.0
Gobisumber	14.3	42.9	42.9	0.0	100.0
Khuvsgul	5.3	45.6	43.9	5.3	100.0
Uvurkhangai	3.7	37.0	29.6	29.6	100.0
<b>Total</b>	<b>10.5</b>	<b>33.6</b>	<b>42.3</b>	<b>13.6</b>	<b>100.0</b>

Table 4.3 shows that 10.5% of the surveyed parents assess their household incomes as ‘sufficient’, 33.6% as ‘satisfactory’ and the rest 55.9% assessed their household incomes as ‘insufficient’ and ‘highly insufficient’.

### **4.3 Opinions of the surveyed parents why their children work in animal husbandry**

The surveyed parents have different opinions why their children are working in animal husbandry, as indicated in Figure 4.1.

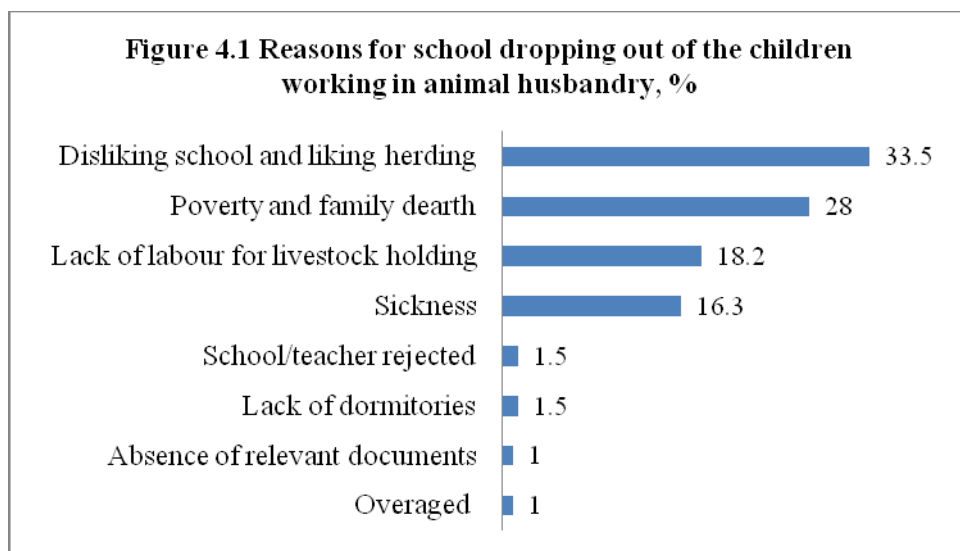


Figure 4.1 shows that 46.2% of the surveyed parents declared their children dropped out of schools for family reasons - poor livelihoods (28%) and lack of labour force to herd their animals (18.2%), while 49.8% of them think their children left schools for their own reasons such as disliked studying and liked animal husbandry (33.5%) and due to their health conditions (16.3%). However, less than 20% of the parents tried to re-enter their children to the schools. This indicates that most parents preferred their children to herd animals. Presently, 84.2% of the surveyed parents declare that they wish their children to attend the informal education trainings. This indicates that basic education is important for their children.

In terms of future professions, 36.8% of the surveyed parents want their children to become herders and 15.3% leave it after to their children, while the rest name preferable professions for their children such as construction workers, carpenters, welders, etc.

## 4.4 Specifics of child labour in animal husbandry

### 4.4.1 What age do you let children to get labour skills in animal husbandry?

Regarding acquiring livestock practices, 72.7% and 54.8% of the surveyed parents confirm that boys and girls start experiencing in animal husbandry works, respectively, when they are 5-8 years old. On average, seven years old boys and 8 years old girls start acquiring animal husbandry experience.

**Table 4.4. Number, gender, age and education of children herding from the same household**

	One child work		Two children work		Three children work		Four children	
	Percent	Quantity	Percent	Quantity	Percent	Quantity	Percent	Quantity
<b>Age</b>								
6	-	-	-	-	16.7	1	-	-
7	0.5	1	4.5	1	16.7	1	-	-
8	0.5	1	0.0	-	-	-	-	-
9	0.0	-	4.5	1	-	-	-	-
10	1.0	2	0.0	-	33.3	2	33.3	1
11	3.0	6	4.5	1	16.7	1	-	-
12	4.9	10	13.6	3	16.7	1	33.3	1
13	9.9	20	9.1	2	-	-	-	-
14	17.7	36	9.1	2	-	-	-	-
15	23.6	48	22.7	5	-	-	-	-
16	20.2	41	9.1	2	-	-	-	-
17	15.8	32	22.7	5	-	-	-	-
18	3.0	6	0.0	-	-	-	33.3	1
<b>Gender</b>							-	-
Boys	86.2	175	63.6	14	16.7	1	0.0	-
Girls	13.8	28	36.4	8	83.3	5	100.0	3
<b>Grade completed</b>								
1	13.3	16	4.8	1	16.7	1	33.3	1
2	13.8	27	14.3	3	16.7	1	-	-
3	14.3	28	23.8	5	16.7	1	66.7	2
4	14.3	21	9.5	2	16.7	1	-	-
5	6.9	29	9.5	2	16.7	1	-	-
6	7.9	14	4.8	1	-	-	-	-
7	6.9	16	9.5	2	-	-	-	-
8	3.4	14	4.8	1	-	-	-	-
9	2.0	7	0.0	-	-	-	-	-
Informal education	9.4	4	4.8	1	-	-	-	-
<b>No trained</b>	7.9	19	14.3	3	16.7	1	-	-
<b>Number of households whose children work in animal husbandry</b>	<b>100.0</b>	<b>203</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>3</b>

*Note: Excluded number of parents that declared no children up to 18 years old working in animal husbandry.*

#### **4.4.2 Children living in and working for other households**

Out of the surveyed children, 69.6% live at home and herd animals, while 30.4% or 80 children live with and work for other households. The later usually live with grandparents, uncles and agnates. This becomes one of reasons for why the children to work for relatives without labour contracts or negotiations.

**Table 4.5. Age and gender of the children working for other households**

	Quantity	Percent
<b>Age</b>		
10	2	3.2
11	2	3.2
12	6	9.5
13	7	11.1
14	10	15.9
15	12	19.0
16	12	19.0
17	9	14.4
18	3	4.7
<b>Gender</b>		
Boys	58	92.1
Girls	5	7.9
<b>Total</b>	<b>63</b>	<b>100.0</b>

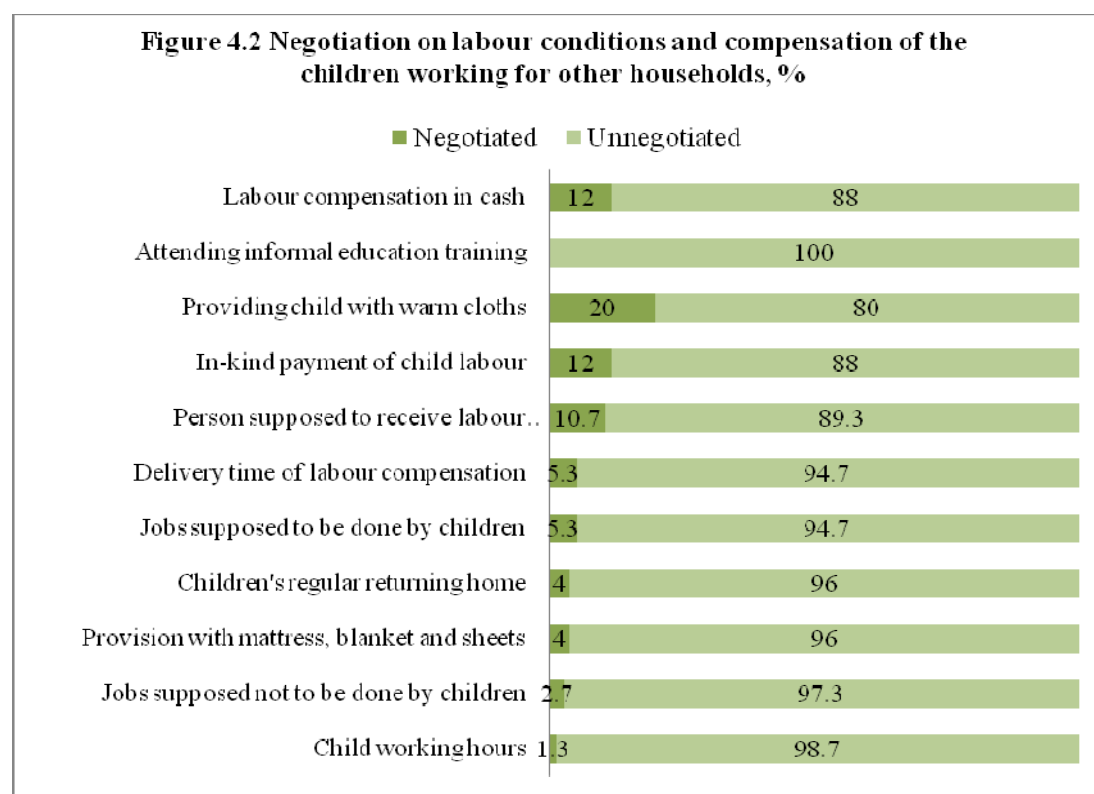
Among the children herding for other households, the youngest one is 10 years old and the oldest one is 18 years old, while their average age is 15. Generally, children senior than 12 years old are working for other households, and among them, boys are dominant (92.1%). To the question “why do you let your children to live with and work for other households?”, the surveyed parents gave the following answers:

- Because of poverty (29.3%);
- Children liked herding and agreed (29.3%);
- Children were learning livestock practices and brought some food home (26.6%);
- Children, working for others, look after own small herds (13.4%);
- Children herd for other household from home (1.3%).

In terms of duration, the parents said their children worked for other households three years as minimum and 10 years as maximum.

#### **4.4.3 Wages and work conditions of the children working in animal husbandry**

The surveyed parents stated they almost could not negotiate with the employers about their children’s wages, work conditions and work cloths.

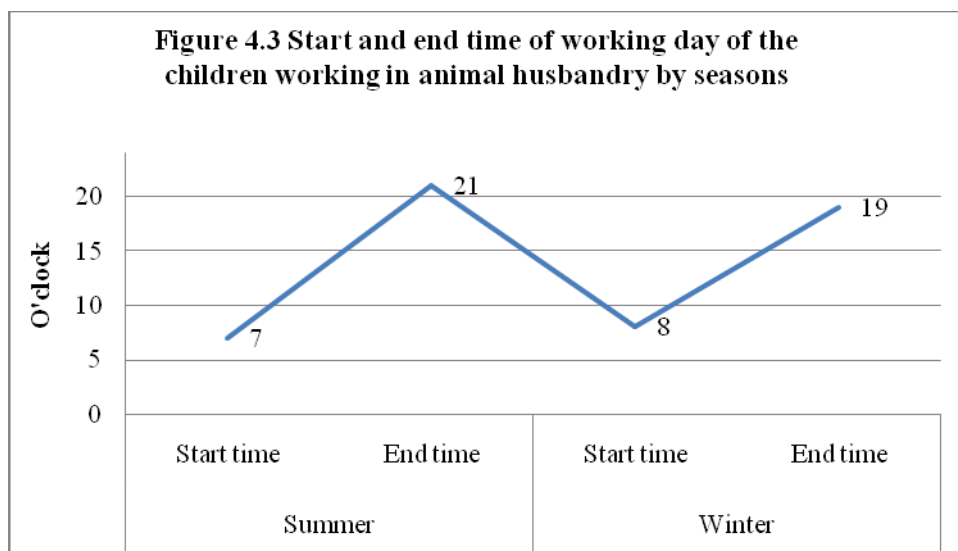


Regarding labour compensation of the children working for other households, only 12% of the parents could negotiate with the employers of their children about labour compensation in kind, 20% about supplying their children with warm cloths, 10.7% about to whom to give the compensation and 5.3% about delivery time of the compensation, orally. These show that labour contract status of the children working in animal husbandry is too unclear. Especially, both the parents and the employers do not pay their attention to aspects of children's rights to education in such oral negotiations, at all. As the surveyed parents confirm that the employers don't compensate labours of the children in cash, monthly; even some employers don't pay commonly for the employed children whole year around.

Despite of such week labour contracting of the children working in animal husbandry, 93.3% of the surveyed parents declared that there was almost no conflict about wages and work condition of the children. This is evidence of that child labour in animal husbandry is not assessed properly. Although 12% of the surveyed parents negotiated with the employers to get wages of their children, the employers usually set rates of payment, for example 100-200 MNT per sheep, monthly.

#### **4.4.4 Working and rest hours of the children**

The surveyed parents identified the start and end of working and rest hours of the children working in animal husbandry as indicated in Figure 4.3. The children work in animal husbandry longer in summer and shorter in winter (Table 4.8).



The children working in animal husbandry start their work at 7 a.m. in summer and at 8-9 a.m. in winter. They end their day work at 9 p.m. in summer and at 7 p.m. in winter. Therefore, they work 12-14 hours in a summer day and 8-10 hours in a winter day. The answers of the surveyed parents to the question “How many hours do your children work a day in animal husbandry” approved this, too. For example, 61% of the parents confirm their children work 9-12 hours a day, on average.

In addition, over 60% of the parents declare that the children working animal husbandry have a leave during the New Year and Tsagaan Sar. All the parents declare that their children work on the weekend.

This shows the employers make the children work extra hours without compensation.

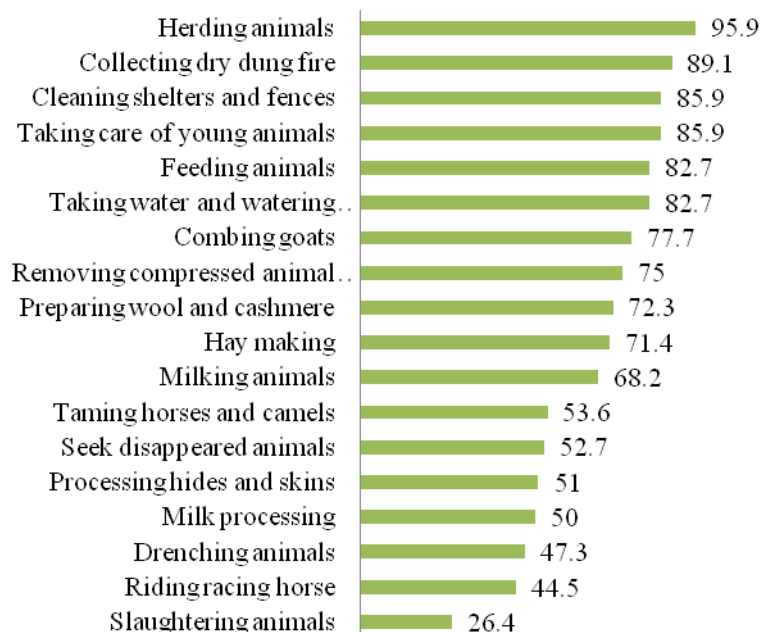
In general, the surveyed parents, whose children stay with the employers’ families, stated that living conditions of their children were okay. The parents also said that there were a few cases when the children lost some animals from the employers’ herds during grazing or in attacks of wolves and dogs. In such cases, the employers required to compensate their animals.

#### **4.4.5 Types of activities of the children working in animal husbandry**

The study team members discussed with the parents about what labour activities are affordable for the children working in animal husbandry. Figure 4.4 shows summary of their opinions on this regard.



**Figure 4.4 Percentage of the parents assessed livestock activities as affordable for children**



The surveyed parents say that most livestock activities are affordable for the children working in animal husbandry, except animal drenching and slaughtering and riding racing horses. Most of them think that children can perform livestock production activities such as herding animals, collecting animal dry dung for fire, cleaning animal shelters and fences, taking care of newborns, feeding animals, taking water, watering animals, combing goats, shearing sheep, removing compressed animal dung, haymaking, milking animals, etc. Furthermore, 77.3% of the surveyed parents declare that the children working for other households contribute to own household incomes, for instance, they are fed and got cloths for employers' accounts. Some of them bring home cash incomes.



*Note: Adults think that herding sheep and goats is a key labour of children working in animal husbandry.*

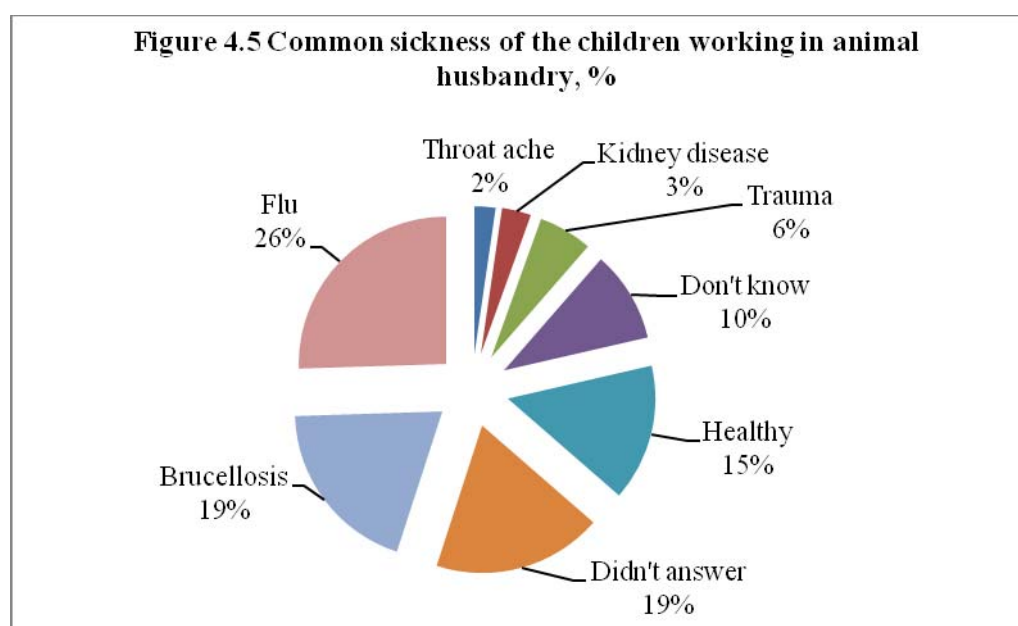
**Table 4.6. Advantages and disadvantages of the children working for other households**

Advantages	Percent in total	Disadvantages	Percent in total
Feeding, clothing and contribution to home incomes	77.3	Negative impact to children's education	9.3
Getting experience to herd	2.7	Impact of natural disasters	1.3
Gaining cash incomes	17.3	Reluctant to compensate	2.7
No answered	2.7	Hard work for children	8.0
		Children's lives not save	2.7
		Freezing and tiredness	13.3
		Walking after animals	1.3
		Damages as dropped off horses	4.0
		No answered	2.7
		No constraints	54.7
<b>Total</b>	<b>100.0</b>	<b>Total</b>	<b>100.0</b>

Over a half of the surveyed parents answered that the children working in animal husbandry faced no any constraint. Most of the other parents see some negative impacts of child labour in animal husbandry to their children, such as freezing, tiredness, dropping out of schools, etc. The parents also declared that relations between the children and their employers were good and almost no pressuring and violence, except some wives admonish their children.

#### 4.5 Health and labour safety issues of the children working animal husbandry

Out of the surveyed parents, 73.6% stated that their children working in animal husbandry passed medical examination. However, 78.6% of them confirmed that their children were healthy and the rest considered their children suffered from some chronic diseases as indicated in Figure 4.5.

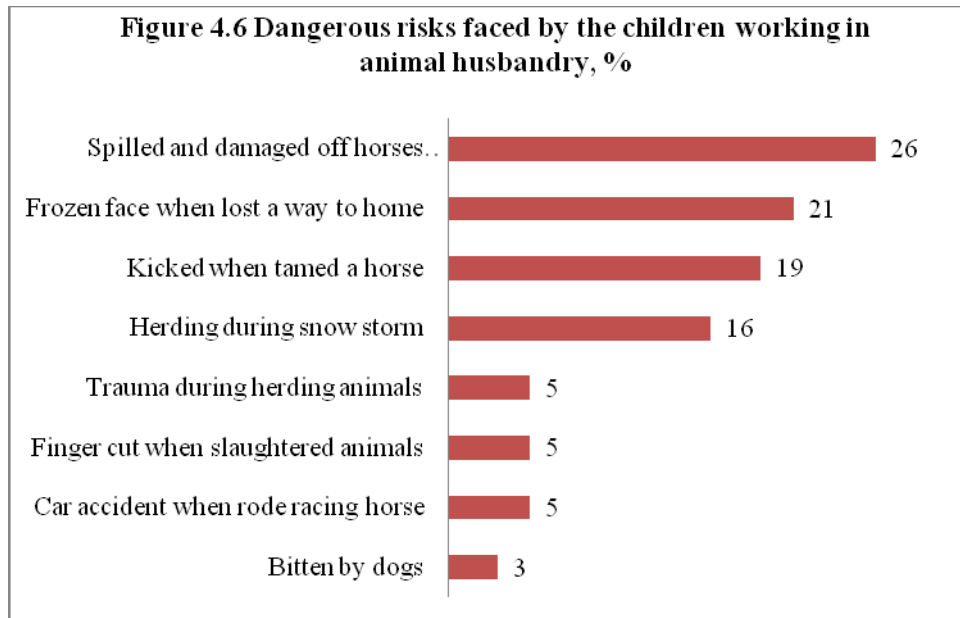


In accordance with the survey conducted among the parents (Figure 4.5), 56% of the children working in animal husbandry were sick in the past, for instance, 19% suffered from brucellosis and 31% suffered from flu, kidney and throat diseases because of cold weather. In addition, 6% of them had got trauma. This indicates that child labour in animal husbandry has negative impacts to health of the children.

In addition, 18.2% of the surveyed parents declared that their children were working in situations dangerous for their lives and health. The parents classified such dangerous work situations as follows:

- Unexpected extreme weather conditions (48.8% of the parents);
- Either too hot or too cold environment (25.6%);
- Carrying heavy loads on their back (23.3%);
- Children lost way home (20.9%);
- Being attacked and bitten by wolves and dogs and mad animals (16.3%);
- Taking care of sick animals (9.3%);
- Dealing with sharp edgy knives and cutleries (7%); and
- Dealing with toxic matters (2.3%).

To the question “Have your children received medical aid when they were in situation dangerous for their lives and health”, 40.9% of the parents answered ‘Yes’ and 59.1% said ‘No’. The later explained this that they addressed to bonesetters and monks and no need was there. All these point out at poor care of the children working in animal husbandry and it should be taken into attention of relevant organizations.



Over 70% of the surveyed parents stated they received relevant information on labour safety, especially early warning signals about extreme weather through radio and TV forecasts. However, 76.8% of them declared that they had not received any information and advices on child labour safety issues. At the same time, 66% of the parents said no any suggestion on this regard or didn't give an answer.

The suggestions said by rest of the surveyed parents can be grouped into the following two packages. The first package is related to re-training the children working in animal husbandry through the informal education system and to improving supply of textbooks and books. The second package of suggestions is focused on improving labour contract terms of the children working animal husbandry, including delivery of labour compensation on monthly basis, stopping exploitation of children's labour without compensation and creating legal environments able to protect children's rights.

Furthermore, the surveyed children suggested making advertisements on public awareness of child labour safety, especially preventing children from livestock production accidents and zoonosis through radio, TV and other public media. Nevertheless, 42.8% of the surveyed parents answered 'don't know' what to suggest.

The study revealed that the most interviewed parents were in favour of child labour animal husbandry, but they didn't care of important issues of usage of child labour in animal husbandry such as working conditions, labour safety and health of their children.

## FIVE. FINDINGS OF THE SURVEY CONDUCTED AMONG EMPLOYERS

This section introduces findings of the survey conducted among employers of the children working in animal husbandry. The survey team members surveyed herding households that employ labour of children from other households.

### 5.1 Socio-demographic characteristics of the employers

The present survey has covered 57 employers in total and their socio-demographic characteristics are given in Table 5.1.

**Table 5.1. Socio-demographic characteristics of the surveyed employers**

Selected index	Quantity	Percent
<b>Location</b>		
Gobisumber	1	1.8
Dundgobi	2	3.5
Uvurkhangai	8	12.3
Umnugobi	-	0.0
Khuvsgul	7	14.0
Khentii	20	35.1
Tuv	19	33.3
<b>Age</b>		
22-29	6	10.5
30-39	15	26.3
40-49	13	22.8
50-59	14	24.6
60-69	9	15.8
<b>Gender</b>		
Boys	51	89.5
Girls	6	10.5
<b>Level of education</b>		
University degree	1	1.8
Complete secondary	34	59.6
Incomplete secondary	15	26.3
Primary	5	8.8
Literacy	2	3.5
<b>Marital status</b>		
Married	48	84.2
Unmarried	9	15.8
<b>Total</b>	<b>57</b>	<b>100.0</b>

Table 5.1 shows that 80% of the surveyed employers are men and almost 60% have complete secondary education and 26.3% incomplete secondary education. Out of the 57 surveyed employers, 52 have four species of animals (except camel) and sheep and goats are dominant among their herds. On average, an employer household has 257 sheep, 174 goats, 33 cattle and 39 horses, in total 503 animals.

## 5.2 Key information of the children working for other households

Each of the 57 surveyed employers' households employs one child for his/her livestock holding.

**Table 5.2. Age and gender of the children working for the employers**

	Quantity	Percent
<b>Age of children</b>		
9	1	1.8
11	2	3.5
12	2	3.5
13	4	7.0
14	7	12.3
15	14	24.6
16	13	22.8
17	11	19.3
18	3	5.3
<b>Gender</b>		
Boys	52	91.2
Girls	5	8.8
<b>Months of the employment</b>		
2	2	3.5
3	5	8.8
6	1	1.8
7	2	3.5
8	1	1.8
9	1	1.8
12	9	15.8
16	1	1.8
24	18	31.6
32	1	1.8
36	8	14.0
48	7	12.3
120	1	1.8
<b>Total</b>	<b>57</b>	<b>100.0</b>

Out of the 57 children for employers, 84.2% are senior than 14 years old and 91.2% are boys. This shows that the employers usually employ senior boys for their livestock holdings. Table 5.2 shows that the employers use child labour 2 months as minimum and 120 months or 10 years as maximum. On average, a child employee is 14 years old and he/she works 24 months for the employers' households. However, 61.4% of them work for their relative households and 38.6% work non-relative households. This shows that the most employers are tend to employ relative children.

Furthermore, 42.1% of the surveyed employers stated that they offered the children to herd their animals, while 28.1% of them said that parents of the children offered child labour to them. 26.3% of the employers declared that the children came to herd on own and the rest 3.5% said the children were offered by their relatives and friends. In summary, we can conclude that the employers and the parents initiate employment of the children in animal husbandry.

**The surveyed employers informed that 57.9% of the children working in animal husbandry had primary education, 14% basic education and 28% no education at all. This shows that less or uneducated children are tending to herd animals.**

The survey also shows that 40% of the surveyed employers never take care of improvement of the children working for their households. Finally, it becomes clear that none of the children, their parents and employers pay attention to education and perspectives of the children working in animal husbandry.

## **5.3 Child labour in animal husbandry**

### **5.3.1 Labour conditions of the children**

The survey conducted among the employers shows that 75% of them let the children to stay with and work for their households. On average, camps of the employer and the parent are in 42 km distance, with variation from less than 1 km up to 420 km. If the distance is close, the children usually live with parents or grandparents and go to herd for their employers.

- Majority of the surveyed employers (91.2%) provide the children employed with cloths sound for the given season and feed them 2-3 times a day. 56.1% of the employers stated the children working for them never requested anything from them. The rest employers stated their employees said the following requests (see Table 6.4).

**Table 5.3. Requests of the children for their employers**

<b>Topics</b>	<b>Quantity</b>	<b>Percent</b>
Cloth	6	10.5
Working and rest hours	1	1.75
Desire to visit home	1	1.75
Desire to meet friends	10	17.5
Wages	3	5.3
Work conditions	3	5.3
No request told	32	56.1
<b>Total</b>	<b>57</b>	<b>100.0</b>

Table 5.3 shows that almost 30% of the surveyed employers confirm that their employees have expressed their requests related to clothing, visiting home and friends. Although not a lot, some children also addressed to their employers regarding their wages and work conditions.

In accordance with the employers, the children employed by them execute livestock production activities indicated in Figure 5.1.

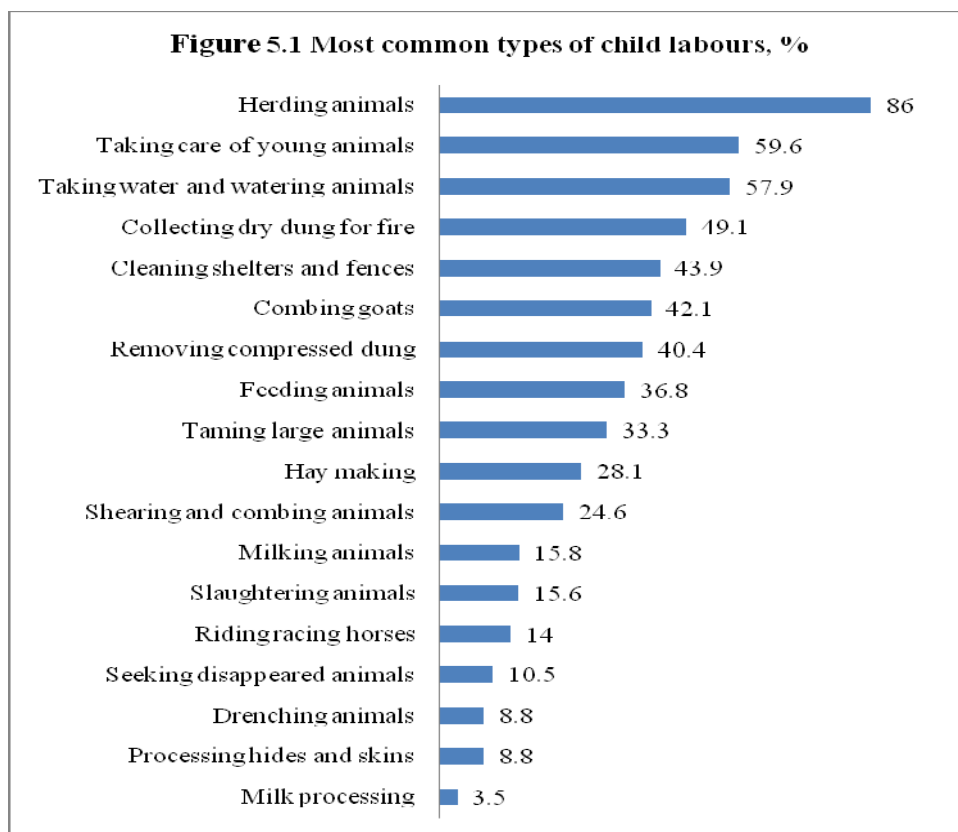


Figure 5.1 shows that the employers request the children to execute most livestock activities, although most common jobs are herding animals, taking care of newborns, taking water and watering animals, etc. The employers make the children do some jobs that might be dangerous for their lives and health, for instance, drenching and slaughtering animals. Even, some children ride racing horses and managing horses that are included into a list of the WFCL.

However, 56.1% of the surveyed employers stated no WFCL among the activities demonstrated in Figure 5.1. The rest of the employers named questing lost animals, drenching and slaughtering animals as WFCL. This shows the most employers do not understand that they make the children working in animal husbandry to execute some WFCL and they are lacking knowledge on this regards.

### **5.3.2 Work conditions and compensation of the children working in animal husbandry**

The most employers (81%) stated that they negotiated either with the parents or the children about employing the children and the rest 16% answered never did labour contract or negotiation with the children (Figure 5.2).



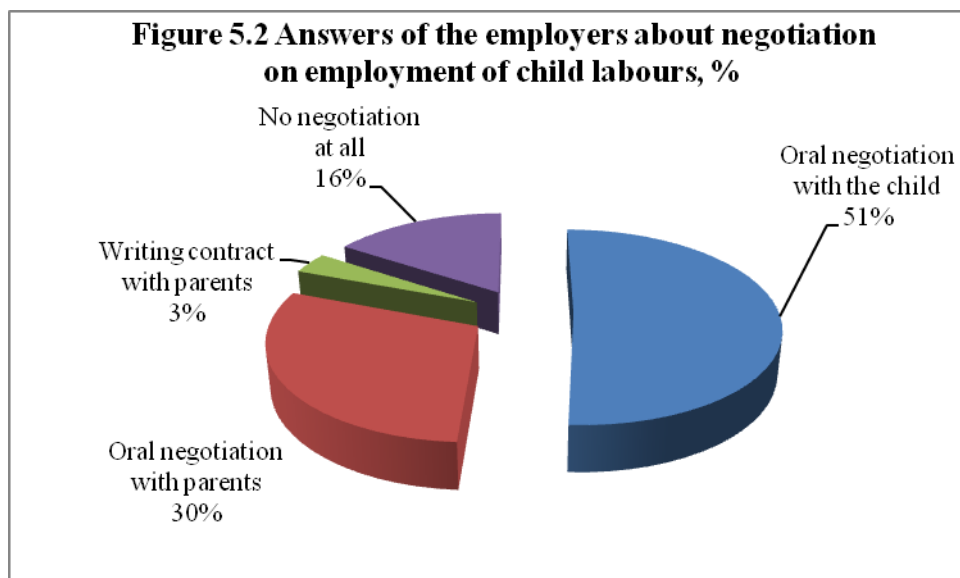


Figure 5.2 shows only 3% of the surveyed employers concluded writing labour contracts either with the children or their parents/supporters. All the three surveys conducted among **the children working in animal husbandry and their parents and employers show that the children work without official labour contracts in most cases.** Regarding the compensation, 43.9% of the surveyed employers said they negotiated about size and form of the children's wages and 56.1% said that no negotiation was made about this. None of oral negotiations or writing labour contracts reflected issues related to the children's education, at all. In addition, work and rest hours, forms and frequency of child labours and preventing from livestock production accidents are also not considered, too.

**Furthermore, 29.8% of the surveyed employers stated that they compensated the child labour in cash and 70.2% in kind form.** The former paid a child 40,000 MNT/month as minimum and 120,000 MNT/month as maximum. The employers, who compensated child labour in kind, gave the children food and cloth, in few cases school items. These are common forms of child labour compensation in animal husbandry, except some employers give 1-2 animals per year. The survey result shows that 24.6% of the employers regularly pay the children on monthly basis. This is evidence of that the Labour Law is not followed. However, the most employers said that there was any debate about compensation of child labour. This is related with that the most employers are grandparents, uncles and agnates of the employed children.

*Case study:*

*In Murun soum, Khentii aimag, herder Mr. 'Ts' made his grandson 'G' to drop out of 5<sup>th</sup> grade of the school and brought him home to herd without any labour contract. Mr. 'Ts' explained this that "We are herding from a generation to a generation. Now, the number of followers is decreasing because rural youth leave for cities after graduation from secondary schools. Who will herd animals in the future? If someone wants to be a herder, he/she needs to start learning skills of animal husbandry as early as possible. My grandson is keen and likes herding. That is why I took him. Children of herding households get up early and go to bed later and they are resourceful, alive, hardworking and not idle. I teach my grandson in animal husbandry without a fee and provide him with food, cloth and money as necessary. What is wrong? Any vocational training on construction, sewing and carpenter are payable in cities. We wouldn't do so. We will get him married and give out herd him, as he will complete his service in the Army".*

*(From an individual interview with Mr. 'Ts' in Murun soum, Khentii aimag)*

The above case is much common among the grandparents and relatives employing their grandchildren or relative children.

The surveyed employers say that the employed children start their work at 6-10 a.m. and end in between 4 to 11 p.m. and a working day for the children lasts usually 10 hours. Such a continuous working day of children is approved by the surveyed children and parents, too. The employers confirm that the children working for them have a leave during Naadam, Tsagaan Sar and New year.

#### **5.4 Labour safety of the children working in animal husbandry**

Over a half of the employers (54.4%) declared that the children employed by them passed a medical examination and most of the children had medical insurance certificate. This is mainly due to that the government is responsible for medical insurance of children under 16 years old and protects their health by provision of free medical services. Regarding the regular medical examination of the children employed, 40% of the employers answered either 'don't know' or 'no', while 24.6% of the employers said that the children passed medical examination once a year, 21.1% once a half year, while the rest of them declared that the child went to a doctor when he/she dropped down from a horse.

Furthermore, 66.7% of the employers did not know what diseases the employed children suffered from and one-third of them said that the employed children had got flu as a consequence of coldness and headache because of dropping down off horses. Further, 8.8% of them said the employed children suffered from brucellosis and 7% of them said that the children employed had got chronic diseases.

The surveyed employers stated that there was no case dangerous for lives and health of the children. They remembered few cases of brain shaking and skin damages of the children because of dropping down off horses and kicking and biting by large animals and freezing their legs and arms and losing way in unfavourable weather conditions.

Riding racing horses in winter is considered as a worst form of child labour. However, 38.6% of the employers support it, while 61.4% were against it. In total, 59.6% of the employers said that they provided any kind of work cloths to the children and most of them declared that they received information on the issues related to employing child labour in animal husbandry from radio and TV. 61.4% of them had no any suggestion regarding the usage of child labour in animal husbandry. The rest said suggestions such as educating the children through informal education system and delivery of relevant books and textbooks to children for home reading.

## SIX. CONCLUSIONS AND RECOMMENDATIONS

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### 6.1 Conclusions

1. The “Assessment of Occupational and Employment Conditions of Children Working in Livestock Sector” has been conducted in accordance with the methodology agreed with the ILO. The study covered 263 children working in animal husbandry, 220 parents of the children and 57 employers in 32 soums of 7 aimags representing all the Mongolian geographical and economic regions. This allows making summary conclusion on work and living conditions and risk situations and education and health of the children working in animal husbandry.
2. Out of the 263 children working in animal husbandry, 77.2% are boys; 62.7% are youth in age group of 15-18 years old. This shows that rural boys are inclined to leave schools and be less educated.
3. Over 50% of the surveyed parents think that 15 types of livestock activities including grazing animals, preparing fire materials, cleaning shelters, taking care of young animals, feeding and watering animals, combing goats and removing compressed manure, are affordable for children to execute. However, they are careful about drenching and slaughtering animals and riding racing horses as worst forms of child labour.
4. Herders' children start participating in animal husbandry activities from 6 age and they herd animals independently from 10 age. This is acceptable in terms of the Mongolian traditions, but it is in contradiction with international standards on child labour. For instance, Convention 138 of the ILO allows the less developed countries to use child labour for easy work from 15 age as a minimum.
5. A 30.4% of the surveyed children work for other households and 13.4% of the children live with and work for employers' households. A few of them work for the employers up to 10 years. Consequently, herding for other households becomes a hidden form of child labour exploitation and infringement of their key rights.
6. For the most surveyed children, a working days lasts 9-12 hours or longer and it goes up with an increase in their ages. For instance, 43.3% of the 13-14 years old children and 50% of the 15-18 years old children work 9-12 hours and 6.8% of the surveyed children work 13 or more hours per day. As the survey identifies that length of a working day varies depending on ages of the children and regional specifics, but it continues 24 or more hours per a week in any case.
7. A 45% of the surveyed children declared that they orally negotiated only about their wages, but they all stated that no negotiation was done about work and rest hours, health and educational services of the children working in animal husbandry and preventing them from possible risks and delivery of compensation to them in case of possible production accidents. Such unequal negotiations on usage of child labour finally lead to infringement of children's rights to education and to live and grow healthy.
8. A 30% of the surveyed children working for other households receive their wages in cash and the rest in kind (food, cloth and class items), but their labour compensation is too little. On average, a child working for other household receives only 53,000 MNT/month and it is less than a half of the minimal level of labour payment set by the Government. Furthermore, the delivery of their wages is irregular, for instance, 30.9% of them receive their wages monthly, 27.2% on quarterly and the same percent on annual basis.

9. The children working for other households commonly live with the employer's family because of far away from their homes. An average distance between homes of parents and employers is on average 42 km and this makes 75% of the children working for others to live with the employer's family. Out of the surveyed employers, 91.2% provide the employed children with seasonal cloths and 2-3 meals a day, and 70% of them declare that the employed child did not request anything. More than a half of the surveyed employers (61.4%) don't support winter horse racing.
10. Most of the surveyed children get up at 7 a.m. and go to bed at 10 p.m. This is evidence of long working day of the children working in animal husbandry. However, 42.2% of them don't have a leave during the public holidays. Consequently, the children start their next day work in less than 12 hours and they can't get leave during the national public holidays. This is not in line with norms of the legal labour relations, although livestock production is specific.
11. Out of the surveyed children, 24.2% experienced working in dangerous for their health and lives conditions and 40% of them were attacked by mad animals and bitten by dogs, 32.8% were tired, hungry and frighten because of herding in extreme weather conditions (snow and dust storms and rainfall) and losing their animals, and 19% were struck against horns of animals and kicked with feet of large animals. Furthermore, 6.8% of them were depressed, admonished and beaten up by their parents and employers.
12. The surveyed children experience risky work environment such as too dusty (36%), carrying too heavy loads (18%), dealing with sharp knives and tools (16.8%) and taking care of sick animals (10%). A 39.1% of them were injured and damaged accidentally to some extent.
13. Out of the surveyed children, 70.8% received advices on labour protection and safety on TV and radio transmissions, but such media transmissions were mainly limited by weather forecasts. There is no information on developing labour skills of herders to prevent from potential risks in production and job places.
14. As a survey result, 73.1% of the surveyed children passed medical examination. Nevertheless, 30% of the children in the age group 9-12 couldn't get medical examination due to absence of medical insurance certificate and personal identification card. This witnesses that they lack medical services. Many of the children working in animal husbandry had health problems such as brain shaking, flu and pains in kidneys and backache, but 63% of them got medical aids and services limited by taking some medicines. Furthermore, 60% of medicine costs covered by the parents and 20% by the employers.
15. Out of the informants being in dangerous situations, 39.1% were injured, but only 50% of them had access to medical aids. Common injuries are freezing face, ears, arms and legs and damaging brain and spinal brain and trauma of hands and legs.
16. A 60% of the surveyed parents' households have up to 200 animals per household, on average, and 86.6% of them named animal husbandry as key income source of their households. Furthermore, each second household has insufficient household income. Consequently, insufficient household income becomes the main reason why households make their children to work in animal husbandry.
17. A 79% of the surveyed school dropouts working in animal husbandry are less interested in attending school classes. For instance, 27.6% of them explained this with uncomfortable learning environments such as insufficient classrooms and dormitories and lack of textbooks, 41.7% linked this with poor grades and 19.4% named jesting for seniority in age as a reason to leave school.

18. Although the informal education system exists in rural areas, its quality and teaching techniques don't meet the demand for it. For instance, 33.9% of the surveyed children working in animal husbandry are attending informal training classes, but 18.8% of them can't read and write and 33.3% can't calculate, at all.
19. Over one-fifth (21.3%) of the children working in animal husbandry want to be herders in the future, seeing the livestock occupation as a profitable business. Therefore, 'livestock labour' needs to be recognized as a special profession; therefore, there is a need to find an appropriate form of production, education and vocational training in rural areas.
20. The only 39% of the surveyed children working in animal husbandry know that they have to get basic education. This is such low because of lack of information and insufficient promotion of their obligations and rights to a basic education. Therefore, the informal and vocational trainings for the children working in animal husbandry can be delivered through the agricultural extension centres operating in over 180 soums of 21 aimags.

Based on these, the following conclusions are drawn from the study:

- The employers don't concluded official labour contract with the children working in animal husbandry about their labour conditions, health, education, labour compensation, social protection, etc. Employing child labour is based on economic interests of both parties, but it creates a precondition for exploitation of cheap child labour in livestock sector.
- Indefinite assessment and irregular compensation of the children's labours combined with insufficient rest hours, is considered as a consequences of high rural unemployment, poverty and low level of herders livelihoods.
- It is also concluded that there is a high credibility of the children working in animal husbandry to be affected with brucellosis and tuberculosis or/and injured and damaged as a consequences of poor labour protection and preventing measures from livestock production accidents.
- Compared to the previous identical studies, this study is specific and complex in terms of wide coverage (the children working in animal husbandry and their parents and employers) and has made important conclusions about the hidden unemployment and poverty creating a social precondition for exploitation of child labours in the livestock sector and infringement of their rights to healthy life and education. This points out at the necessity of improving legal environment for protecting rights of children working in animal husbandry.

## 6.2 Recommendations

Based on the findings of the surveys conducted among the children working in animal husbandry and their parents and employers, the study is recommending implementing the following policy and measures on labour and living conditions and labour safe performance, education and health of the children in animal husbandry:

1. Considering the lack of legal regulations for utilization of child labour and satisfying labour safety requirements in livestock sector, it is suggested to solve these issues at policy level.
2. The organizations protecting children's rights and interests have to take cases of infringements of children's rights to education and health services and labour exploitation of children working in animal husbandry and in unsatisfactory and insecure work conditions, into their account and they are suggested to provide coordinated activities on eliminating such cases.
3. It is suggested to prevent the children's rights from infringement because of contradictive legal regulations, for instance, the Labour Law allows children to be employed from 15-years old or from 14-years old, if the child has a supporter. However, in accordance with the Law on Social Insurance, a citizen can have an access to the social insurance system with reaching 18 years old.
4. There is a need to approve lists of livestock production activities affordable for children and livestock production activities to be considered as worst forms of child labour.
5. It is suggested to combine young children's awareness of livestock production experiences with basic education and vocational schools, in order to continuously prepare replacements for herders in the traditional pastoral livestock;
6. It is suggested to set legal environment for responsibilities of stakeholders participating in support to labours affordable for children and in eliminating of WFCL in animal husbandry and to work out sample labour contracts, considering conditions of market economy and co-existence of the urbanized civilization and the traditional pastoral civilization of Mongols.
7. It is suggested to include herders supporting and restocking children of low income households with many children in Article 11 of Law on Employment Supports.
8. There is a need to establish central and local monitoring and information network on cases of sickness, injuries and health of herders and children working in animal husbandry.
9. It is suggested to implement a special program on social welfare, education and labour safety for children of herding households with incomes lower than the poverty line.
10. It is suggested to include issues related to labour coordination in livestock sector into labour and social insurance systems and to cover the livestock sector with labour force demand and supply studies.
11. It is suggested to improve legal environment for struggling with zoonotic and to work out a decision on liquidation of animals affected with infectious diseases and delivery compensation to owners of the animals;
12. To regularly examine health status of the children working in animal husbandry and deliver to them manuals, instructions and posters on labour protection and preventing from zoonotic diseases and to provide special training programs.