



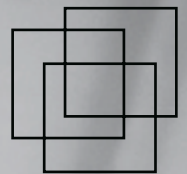
Ministry of Labour,  
Invalids and Social Affairs



International  
Labour  
Organization



# **PREVENTION AND ELIMINATION OF CHILD LABOUR IN TRADITIONAL WOOD AND STONE CARVING CRAFT VILLAGES**



**Documentation of a Potential Intervention  
Model in Hien Giang commune,  
Thuong Tin district, Hanoi city**

International  
Programme on  
the Elimination  
of Child Labour

International Labour Organization



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## IPEC

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# Acronyms & Abbreviations

<b>AP</b>	Action Programme
<b>CEFACOM</b>	Center for Family Health Research & Community Development
<b>CSOs</b>	Civil Society Organizations
<b>DOCST</b>	Department of Culture, Sport and Tourism
<b>DOET</b>	Department of Education and Training
<b>DOLISA</b>	Department of Labour, Invalids and Social Affairs
<b>ILO</b>	International Labour Organization
<b>ILSSA</b>	Institute of Labour Science and Social Affairs
<b>INGOs</b>	International Non-Governmental Organizations
<b>IPEC</b>	International Programme on the Elimination of Child Labour
<b>MOLISA</b>	Ministry of Labour, Invalids and Social Affairs
<b>NGOs</b>	Non-Government Organizations
<b>OSH</b>	Occupational Safety and Health
<b>SCREAM</b>	Supporting Children's Rights through Education, the Arts and Media
<b>TA</b>	Technical Assistance
<b>VCA</b>	Viet Nam Cooperatives Alliance
<b>VCCI</b>	Viet Nam Chamber of Commerce and Industry
<b>VGCL</b>	Viet Nam General Confederation of Labour
<b>VIRI</b>	Viet Nam Rural Industries Research and Development Institute

## Foreword

The project “Support the Development and Implementation of the Programme on the Elimination of the Worst Forms of Child Labour” operated in Viet Nam during 2009-2013 and was funded by the Spanish Cooperation and Development Agency and implemented by the International Labour Organization (ILO) and International Programme on the Elimination of Child Labour (IPEC).

One of the project’s key objectives is to develop, implement, evaluate and document effective intervention models to eliminate child labour in its worst forms in selected provinces, to draw lessons and replicate effective models. Further to these objectives, the project piloted a number of intervention models by developing and implementing Action Programmes (APs) in five cities/provinces, Dong Nai, Ha Noi, Lao Cai, Ninh Binh and Quang Nam. The APs were implemented from July 2011 to September 2013 and encompassed a wide range of activities, including awareness raising and capacity building, education and vocational training, improving working conditions and occupational safety and health as well as support of household livelihoods to prevent and eliminate child labour, especially in its worst forms. AP experiences have been recorded and summarized in the three potential intervention models as follows:

- Potential intervention model for the prevention and elimination of child labour in traditional stone carving and wood art craft villages (Hien Giang commune, Thuong Tin district, Ha Noi)
- Potential intervention model for the prevention and elimination of child labour in tourism in mountainous and ethnic minority areas (Sa Pa district, Lao Cai province)
- Potential intervention model for the prevention and elimination of child labour in agriculture and fisheries in fishing villages (Ma Da commune, Vinh Cuu district, Dong Nai province).

These potential intervention models were presented at a project workshop in Nha Trang city in August 2013 to share experiences with almost 200 representatives of government agencies at central, provincial, district and commune levels who are project partners. These models have also been appraised at AP closing workshops at each of their respective provinces. These potential intervention models have also been presented at a consultation workshop to develop the National Programme of Action on the Elimination of Child Labour in its Worst Forms, with the participation of central and provincial government agency representatives from 12 provinces.

We would like to express our special thanks for the guidance and support of the Bureau for Protection and Care of Children, the Ministry of Labour, Invalids and Social Affairs (MOLISA), the Provincial People’s Committees (PPC) where the project was implemented, the coordination of the provincial Departments of Labour, Invalids and Social Affairs (DOLISA) of Lao Cai, Dong Nai and Ha Noi, the active participation and cooperation of involved agencies, including the Departments of Education and Training as well as Tourism, the Viet Nam Chamber of Commerce and Industry, Viet Nam General Confederation of Labour, Viet Nam Cooperative Alliance and non-governmental organizations (NGOs), including the Hoa Sua Tourism Vocational Training School and Viet Nam Rural Industries Research and Development Institute (VIRI), without whom the success of these potential intervention models would not have been possible. The active participation of these organizations in the final self-evaluation process to document these intervention models in a comprehensive and objective manner reflects the consistency of the project’s strategy and approach throughout the APs’ implementation.

Special thanks also goes to Dr. Tran Thi Minh Thi, Institute of Sociology, Viet Nam Academy of Social Sciences for her efforts, in collaboration with the ILO-IPEC project in Dong Nai province and involved agencies, to complete the documentation of these potential intervention models.





## **1. General introduction**

The project “Support to the Development and Implementation of the Programmes on the Elimination of the Worst Forms of Child Labour” operated in Viet Nam during 2009-2013 and was funded by the Spanish Agency for International Cooperation and Development and implemented by the International Labour Organization (ILO) and International Programme on the Elimination of Child Labour (IPEC).

One of the project’s key objectives was to develop and implement an intervention model to reduce the worst forms of child labour in project provinces and use these lessons to develop and duplicate a model that offers education, vocational training, occupational safety and health (OSH) components as well as income generation opportunities for families with children in hazardous labour.

## 1.1 Child labour in Ha Noi and the project commune



Ha Noi’s Hien Giang commune has four villages Hung Hien, Nhan Hien, Nhue Giang and Quang Hien involved in the production of agriculture, stone and wood carving products. The commune has 1,200

households and 4,500 people, of which 1,198 people are aged less than 17 years old with 495 females. Specifically, 969 residents are aged 5-17 years with 456 girls <sup>1</sup>.

According to the Ha Noi Beneficiary Baseline Survey within the Action Programme (AP), Institute of Labour Science and Social Affairs (ILSSA), 2011 there were 240 children aged 5-17 years working in hard, hazardous and dangerous work, accounting for 24.76% of children in the commune. Of the child workers, 109 were girls (23.9% of girls in the commune). Of the commune workers involved in hard, hazardous and dangerous trades, 70% belonged to the 15-17 age group, 25.3% to the 12-14 age bracket and 4.1% aged 5-11.

Nearly 85% of children engaged in hazardous and dangerous work in the commune were enrolled in school, while most of those who had dropped out of school had completed 8th or 9th grade and were aged 14-15 years. The survey revealed the main reasons children dropped out of school were poor academic performance (63%), reluctance to attend school (18%) and high costs for the family (9%).

This survey also illustrated that child labour in Hien Giang commune was centered on wood carving art (48.3%), stone carving art (35.8%) and embroidery (9.6%). The key reasons for working were parents’ determination to train children with work skills (57%) and family economic hardships (34%). Interestingly, approximately two-thirds of the surveyed children were involved in paid and non-paid production and service activities in their own households.

The survey also showed that children on average worked 6.03 hours per day, in non season times 4.08 hours per day. Overall, the average number of work days per month was 21.04 (primary trades/work), with payment dependent on the sale of products. Most children only worked after school and during the day, however about one-fifth of surveyed children also worked in the evening.

<sup>1</sup> Hien Giang commune statistics, 2010-2012.



*“Hien Giang commune is comprised of traditional craft villages, so most households work in traditional craftwork. Economically strong households often run big businesses, while households without such capital become home-based enterprises. In the common working environments where most adults work, children are invariably present and work.”  
(Representative from a stone and wood carving enterprise)*

Villagers in the commune favour working in traditional crafts not only because it is an obvious livelihood strategy, but also to follow the traditions of their ancestors. In contemporary society with the support of technology and machines, skilled craftspeople are needed to keep traditional craftwork alive. As a result, villagers feel the best age to start training a craftsperson is at 13-15 years old. This is reflected by the survey, which showed that more than 70% of children confirmed they worked to learn the necessary skills and production knowledge to support their families' crafts-based businesses. Financial pressure was only one among the most important reasons why children worked, though 34.3% of children said getting money for their families was a priority.

However, this work comes at a price as more than 80% of the surveyed children reported they worked in contorted postures or positions, more than 60% worked in environments with high dust levels, nearly 40% worked with machinery exceeding legal vibration limits and 4% operated dangerous equipment, had contact with harmful chemical substances or were required to carry heavy loads <sup>2</sup>.

## 1.2 AP objectives in Hien Giang commune

The intervention model in Hien Giang commune, Thuong Tin district focussed on child labour in traditional craftwork, especially stone and wood carving along with other hazardous sectors. The AP's development objective was to contribute to the prevention and progressive elimination of child labour in Viet Nam through the achievement of the following immediate objectives:

- Heighten awareness of child labour and relevant national and international laws and standards by engaging and rolling out capacity building initiatives with local authorities, government staff and service providers, such as the Department of Labour, Invalids and Social Affairs (DOLISA), the Labour Inspectorate, teachers, employers' and workers' organizations, mass media and mass organizations as well as communities in the targeted district
- Direct interventions for children and their families to prevent, remove and/or withdraw children from hazardous work
- Improvements in OSH and in traditional craft village working environments towards greater protection of children and elimination of child labour.

2 Beneficiary Baseline Survey of Ha Noi (ILSSA, 3/2011).

## 1.3 Beneficiaries

- Boys and girls, under 18 years old, engaged in child labour or at risk of child labour in stone and wood carving in Hien Giang commune. The children's families were also direct beneficiaries of the AP to help in the prevention, protection and withdrawal of children from hazardous work
- Owners of local enterprises and home-based enterprises in the commune received awareness raising on child labour issues as well as capacity building and knowledge of quality OSH practices
- Officials/staff of local government agencies, such as labour inspectors, school teachers, mass organizations, the mass media as well as community communicators and volunteers that benefited from awareness raising activities and capacity building to improve their knowledge and skills to be engaged in the AP.



## 1.4 Strategies and principles

The AP's intervention strategy in Hien Giang commune was implemented through a combination of the prevention, protection and withdrawal of child labour from hazardous work along with helping children study in school and develop in safe and suitable working conditions reflective of their age. Children's families received economic development and income generation support to prevent children from dropping out of school prematurely to work

with their families. Home-based and small-scale enterprises also received awareness raising on child labour, improved working conditions and OSH standards to develop a commitment to end child labour. To provide a long term foundation to develop child labour prevention and protection, the AP implemented awareness raising activities for parents, children, communities and State agency staff together with capacity building for the AP implementing and collaborating agencies.

The AP was developed and implemented with the following principles, which were simultaneously applied throughout the AP in its design, implementation, monitoring and evaluation phases for a sustainable intervention:

- a. The first principle is the socio-economic, political and cultural nature of the project areas and relevance to the child labour issue.
  - Traditional craft villages produce and sell stone and wood carving products.
  - Local government, relevant State agencies, children and their families expect these villages to maintain and develop these traditional careers.
- b. The second principle is the AP's multi-dimensional vertical and horizontal collaboration with agencies within local government from provincial to commune levels (such as people's committees and organizations with cultural, educational, labour, vocational training and tourism aspects, Women's Union, Youth Union and mass media) along with the public and private sectors. Numerous agencies or organizations were responsible for one or several activities to achieve the AP's overall goals.
- c. The third principle is participation, with the inclusive participation of related agencies and beneficiaries that encompass children, children's families and communities in all AP procedures, from the baseline survey, planning, consultation meetings through to implementation, monitoring and evaluation of the project. Participatory planning is extremely important in attracting and

ensuring the inclusive participation of all beneficiaries, the political commitment of central and local levels as well as engagement of the public and private sectors. This approach created a sense of identification and responsibility for the programme from all stakeholders.

- d. The fourth issue is the child labour issue's integration into existing programmes and interventions in the project area and mobilization of resources from related national programmes, encompassing knowledge and financial contributions from the Child Protection Programme 267 - the Government Programme for rural vocational training 1956 and the mass media amongst others. The child labour issue was integrated into the political agenda as well as socio-economic development programmes focused on poverty reduction, education, culture, health, agriculture and rural development to maximize the utilization of resources and sustainability of the AP.

## 1.5 Management and implementation organization

- People's committees are local level State administrative agencies established in cities, districts and communes nationwide. People's committees have the power to issue guidelines and gain consensus on policies and create favorable conditions for their implementation. They also selected and introduced suitable agencies to implement appropriate activities within the AP's framework and effectively coordinated AP activities.
- DOLISA is a key AP implementing agency that manages the AP budget and submits AP progress reports.
- The district labour unit is the intermediate link between the DOLISA and commune/village levels. In addition to operational management and supervision duties as assigned by the Department of Labour, the district labour unit directly implements a number of activities, such as training communal agency co-workers.
- Education and training sector support maintains the quality of education and children's school attendance rates. Within the context of the AP, the sector actively participated in communication activities, enhanced students' awareness of efforts to prevent and eliminate child labour and was actively involved in the management and supervision of activities related to AP education and training.
- The Vocational Training School of Ha Noi participated in the survey of training needs, built an appropriate and effective training programme and organized training courses for AP target groups in Hien Giang.
- The Research Institute of Industry and Rural Development of Viet Nam is a non-profit and non-governmental organization, with its mission to offer practical assistance to disadvantaged artisans and marginalized groups in Viet Nam. With strengths in trade promotion and business and development of household livelihoods, the Viet Nam Rural Industries Research and Development Institute (VIRI) provided technical assistance in household economy development through capacity building for family businesses with improved product designs and new markets.
- The Viet Nam Chamber of Commerce and Industry (VCCI) and Viet Nam General Confederation of Labour participated in awareness raising and capacity building activities, supported improved working conditions, improved OSH outreach for small-scale enterprises and households in the commune and workers, especially for child workers and their families.
- The Viet Nam Cooperatives Alliance (VCA) represented workers engaged in research activities to analyze and provide information on livelihoods and needs training, support economic development and income growth for households with child workers in the AP area, then proposed solutions to support projects for the children's families.
- Commercial and industrial sector joined efforts to engage enterprises and home-based businesses in preventing and eliminating child labour, improving household economy trade promotion and management, and supporting small-scale businesses in the commune via State management functions.
- Mass organization such as volunteers from the Youth Union and Women's Union played active roles in the development, implementation

and maintenance of the AP in project areas, as assigned by the people's committee. Input was provided to livelihood strategy promotion, advocacy and awareness raising activities to highlight child labour, OSH and efforts to mobilize children to attend school or vocational training.

- Mass media networks such as Ha Noi Television and Radio were directly involved in advocacy activities by recording, describing and communicating messages related to prevention and elimination of child labour to society to expand the AP's footprint to other communities.
- Agriculture, civil society, health and rural development organizations were involved in different AP interventions. For instance, the Center for Family Health Research & Community Development (CEFACOM) participated in social awareness raising and capacity building via the Supporting Children's Rights through Education, the Arts and Media (SCREAM) method.

## 1.6 Steps taken by the AP

The AP took the following key steps:

- a. Conducted a Beneficiary Baseline Survey of child labour in Ha Noi target sites, including Hien Giang commune, highlighting the incidences of child labour in target sites in each sector, their working conditions and times, educational status, motivations for work, family circumstances and needs for assistance. All survey staff were trained on the concept/definition of child labour, the worst forms of child labour, knowledge and skills related to the survey and child labour issues.
- b. In parallel with the survey, the AP organized training courses "Knowledge of Child Labour" and "Design, Monitoring and Evaluation of the AP on Prevention and Elimination of Child Labour" for all officials of related agencies involved in the AP. The courses were designed to equip them with the necessary child labour knowledge to allow them to effectively participate in the AP.
- c. A workshop on the formulation of the AP was conducted with the participation of all concerned State officials and related organizations from the locality, encompassing local authorities, labour, education and vocational training officials, mass organizations, non-government organizations (NGOs), the mass media and other relevant agencies. At this workshop, survey findings were inputs for discussion and participants worked together in groups to identify the situation and causes of child labour in the locality and pinpointed target groups of children and their families and the levels of support needed for them, along with management and monitoring mechanisms, support from service suppliers and a time frame for the AP.
- d. Following the workshop, a draft AP was formulated based on the workshop results and ILO's technical assistance through applying a combination of direct prevention, withdrawal and rehabilitation intervention strategies leading to the reintegration of target children into normal developmental activities appropriate to their age.
- e. The AP draft was then presented at a local meeting with representatives from the local authorities, the labour, education and tourism sectors and other relevant organizations and institutions to seek comments and inputs from stakeholders as well as securing their commitment to execute the AP.
- f. Based on these inputs, a workshop on the development of a work plan was conducted with the participation of all implementing and collaborating agencies, including provincial, district and commune levels. During the workshop, each involved agency worked to formulate specific activities and timeframes, budgets and target beneficiaries to be consolidated into the AP work plan.

- g. Labour staff and volunteers developed profiles of child labourers to be direct beneficiaries of the AP, along with their families, with guidance from the commune people's committee and district labour sector. Training for relevant AP implementing agencies and communal collaborators on key concepts and definitions of child labour, national and international laws, profile procedures, interview and survey skills, and application/utilization of the Direct Beneficiary Monitoring and Reporting System project was conducted following the work plan development workshop. The Direct Beneficiary Monitoring and Reporting System was developed to manage and monitor activities and support AP target beneficiaries. The system utilized a web-based application designed to help to profile and update data and document project progress in assisting target child beneficiaries and their families.
- h. After the development of the child labourer beneficiary profile, the AP organized consultations with beneficiaries to discuss the expectations and needs of children and their families, and how to protect and withdraw them from hazardous work through education and vocational training, household economic promotion, improvements in work conditions and OSH, sharing difficulties and asking for family and children's commitment to cooperate during the AP's implementation. In addition, AP implementing and collaborating agencies also participated in the consultation meetings in each target site, to discuss project needs and support.
- i. To link beneficiaries to local service providers who are AP implementers as defined in Step 6, separate follow-up meetings were conducted with DOLISA, district labour and commune officials as well as education, vocational training and OSH experts and mass organizations. In each location, a specific list of profiled beneficiaries was given to the respective service provider to help coordinate specific support. At the same time, support methods were discussed at each meeting as well as how ILO-IPEC could provide technical and financial support to service providers to allow them to effectively deliver services to target beneficiaries.
- j. Document the intervention models and lessons learnt from the AP in Hien Giang commune.



## **2. Key Interventions and Performance**





## 2.1. Prevention and Elimination of Child Labour through awareness raising and capacity building

Key components of awareness raising and capacity building:

- a. Training courses for related State staff at all levels and commune volunteers were conducted to equip them with appropriate information, knowledge and solutions for the development, implementation, monitoring and evaluation of programmes on the prevention and elimination of child labour. The training courses included:
  - The training course on “Knowledge of Child Labour” included basic concepts and the worst forms of child labour, causes and consequences, children’s rights and laws, international conventions on children and AP-specific issues of development, management, implementation and evaluation. The role of

education, gender equality, OSH and the role of agencies and organizations in the prevention of child labour were also examined.

*“Before the AP, myself and my colleagues knew little about child rights. After participating in the training courses, we understood more about child labour and children’s rights. We can now train a volunteer network in the district to highlight the issues”.  
(Leader, district labour sector of Thuong Tin district)*

- The “Design, Monitoring and Evaluation of the AP for the Prevention and Elimination of Child Labour” training course contents included issues relating to the construction, management, implementation, monitoring and evaluation of the project. It focused on the prevention and elimination of child labour, the participation and coordination of engaged agencies and organizations, project procedures to identify and analyze problems as well as the design, strategies, objectives,

outputs and activities, accounting methods and development of the AP. “Before the AP, myself and my colleagues knew little about child rights. After participating in the training courses, we understood more about child labour and children’s rights. We can now train a volunteer network in the district to highlight the issues”. (Leader, district labour sector of Thuong Tin district)

- The AP, in collaboration with CEFACOM, organized training courses on child labour prevention and elimination methods and communication skills using ILO textbooks and the SCREAM approach to help teachers, the mass media and Youth Union to improve communication and awareness raising activities on child rights and child labour.
- b. Organized community-based communication campaigns on the World Day against Child Labour each 12 June since 2010. This direct and indirect communication is integrated into community cultural activities with the participation of numerous departments and organizations from municipal to village/commune levels and the participation of children. These activities include:
  - A conference was held to mark World Day against Child Labour with 250 participants from local government, education and labour sectors as well as mass organizations in commune and district levels.
  - An advocacy motorbike delegation travelled commune and district roads No. 1A to advocate for children’s rights and action against child labour.
  - Advocacy campaign on children rights and OSH in the community was held through close collaboration with Ha Noi Television and Radio. News on awareness raising and capacity building alongside insightful stories and reports on child labour were regularly communicated via radio, television and newspapers for message dissemination to different social stratas.
  - Advocacy through commune and village loud speakers.
  - Child rights and prevention of child labour issues were communicated at schools using SCREAM methods. Schools organized cultural and entertainment activities to highlight child rights with participation from Hien Giang primary and secondary school students.

Teachers, the Youth Union, labour sector and local government also participated in developing and organizing engaging activities for students.

- Home-based enterprises were invited to participate in talks on child labour and OSH in traditional craft villages.

## 2.2 Intervention 2: Prevention and Elimination of Child Labour through Direct Assistance and Intervention

### 2.2.1 Vocational training in stone and wood carving for children in traditional craft villages (aged 14-18)



Viet Nam has about 2,800 traditional craft villages, many of which are hundreds of years old. As a result, these traditional craft villages not only provide economic value, they also have rich cultural and historical worth. The AP developed a monitoring database system of 140 working children in Hien Giang to identify the beneficiary group. From this group, the AP organized consultation meetings with working children and their families with the

participation of representatives from the labour sector, Viet Nam General Confederation of Labour (VGCL), Viet Nam Bank for Social Policies, commune government, Women's Union, Youth Union, education sector and a vocational school. In the consultation meetings, the AP directly advocated for children's rights in the Labour Code, laws on children, consequences of child labour, importance of education and vocational training to obtain decent work, difficulties encountered by children and their families along with their expectations, needs and possible solutions. The consultation meetings showed that most children and their families (80%) were willing to maintain and develop their traditional carving skills and had a great demand for vocational training to design quality products for national and international markets.

After meeting with children and their families, consultations with local government, the labour sector, enterprises and craftspeople agreed on vocational training for the AP's target group. Local government emphasized the long tradition of craftwork in local areas and its importance to local people to underscore the relevance of vocational training for the target group.

The consultations also agreed on basic criteria for the development of a vocational training programme for local children:

- First, vocational training must be relevant to traditional stone and wood carving to meet the realistic demands of children and be suitable with the national strategy to maintain and develop traditional craft villages nationally.
- Second, an appropriate curriculum with time to equip children with knowledge and skills such as basic art, technical painting, product management, OSH and product design was necessary. Meanwhile, the training course must attract interest from children and their families.
- Third, training must be logistically feasible as most children were studying at schools in local areas.
- Fourth, the training course must enhance participation and support traditional craftspeople in the commune with practical modules to gain their support for training.
- The long-term commitment and support of local government for the plan, facilities, and resource contributions was needed. With all these connections, the AP will be able to widen its influence and ensure further training courses to create decent work and reduce occupational hazards for children.

To implement the vocational course DOLISA, the district labour sector, commune government and ILO selected a suitable vocational training agency to meet the AP's requirements and simultaneously mobilize and integrate resources for vocational classes from existing State programmes, such as Programme 1956.

The Ha Noi Vocational School was then selected as the implementing agency of the training course. Meetings among leaders of the school, Hien Giang People's Committee, district labour and ILO representatives then agreed on the duration, curriculum, level of certificate, and target group of the training course as follows:

- Children to gain basic knowledge of art, technical painting and ability to perceive art in terms of line, shape and colour
- Basic knowledge of product designs
- Technical and artistic improvements to current products
- Capacity of new product designs
- Capacity of market evaluation and analysis, and capacity of product promotion and linkages to the market
- Capacity of business management
- Passion for carving and respect to creative values of society, colleagues along with engaging interest in higher education and training.

To create a comprehensive curriculum, ILO-IPEC supported linkages to Know About Business (KAB) trainers to integrate reasonable modules into the KAB curriculum in the vocational training programme. Interestingly, there were several differences between the ILO vocational training course and existing training methods in the commune:

- It provided a comprehensive and multi-dimensional training programme which included theory and practice, promoted creative and independent ideas with a focus on basic art, technical painting, production management, OSH, idea development of product design, stone and wood carving techniques and practices along with product improvements. Children could also learn about carving designs and techniques, market connections and KAB to inspire business development as opposed to simple learning at home.
- It mobilized and collaborated with traditional craftspeople in the villages to support teaching

children in practical hours. Meanwhile, the commune government contributed facilities and human resources from mass organizations and volunteers to encourage children to fully participate in the training course, while DOLISA and district labour representatives integrated the training course with the Programme 1956.

*“Ha Noi Vocational School is in charge of providing courses for the ILO training course and Programme 1956. In 2013, the school had 11 classes on rattan industry and Microsoft word office application in Chuong My, Dan Phuong, Quoc Oai, Thanh Oai and Thuong Tin districts. ILO and Programme 1956 provided free training courses and learning materials to vulnerable children. The differences between the ILO and Programme 1956 in vocational training were the timeframe for one course, i.e. three months for Programme 1956 and nine months for ILO. ILO also applied an approach where it consulted with children, communities and local authorities to identify needs. The development of training materials and the curriculum was also crafted in consultation with related agencies to best fit the needs of child workers. Our key contribution is the idea to teach working children to broaden their creative capacity, product design and capacity to develop diversified products”. (From a group discussion, Ha Noi Vocational School)*

The labour sector, local government, Women’s Union, Youth Union and volunteers worked together to make list of children with vocational training needs. Children aged 14-18 years who had completed elementary school and had one year’s carving work experience were eligible for the vocational training course. The selection of children was the most time consuming step as it depended on the advocacy process to change knowledge and attitudes towards vocational training for the target children.

*“Though the course was free of charge, it still required lots of communication to persuade children to attend. This is because children who work and learn at home-based enterprises receive [low] pay, while studying at the vocational training was unpaid and time-consuming”. (Hien Giang commune leader)*

The free, nine-month vocational training course - which provided training materials and offered a “basic” level of certificate - opened with about 30 participants, aged 15-17.

## 2.1.2 Promotion of livelihood strategies for children’s families

Data from the baseline survey and literature showed there were significant differences between poor and more affluent households in terms of child workers. The poorest households reported a higher proportion of participation in economic activities among the 15-19 age group than the wealthier group of 14% versus 3.8% (ILSSA, 2010). Poor children often work at an earlier age and perceive fewer education, entertainment and health care opportunities and poorer living conditions. Parents’ unemployment and/or not being able to develop a sustainable livelihood are key reasons why children participate in hard, hazardous and dangerous work. As a result, improving economic conditions for children’s families is an important way to combat child labour.



Results from the consultation meeting with children's families, the report on the livelihood activities and training survey in Hien Giang commune by the AP pointed out most children's families expected to earn a living through stone and wood carving. However, in recent years their production levels have declined due to the poor quality of products, out-of-date designs and insufficient market linkages. Therefore, the AP developed the intervention to improve product quality, professionalize home-based businesses and improve market connections. This allowed children's families to sell more products for better incomes and ensure a sustainable livelihood. Income generation is essential to improve living standards and financial protection to help children to escape hard, hazardous and dangerous work.

Meetings with DOLISA of Ha Noi, Thuong Tin district labour representatives, Hien Giang People's Committee and ILO/IPEC were organized to improve family livelihoods through new product designs, OSH and promotion of products' quality to the market. ViRi was selected as an implementing agency for family livelihoods development.

ViRi provided multi-dimensional support, which included business planning with a participatory approach, design development, along with input materials and TA for piloting new design production, small investments to improve working conditions and equipment, support to design and print marketing brochures in step with domestic and international trade promotions. Local government, the labour sector and mass organizations collaborated in all intervention steps to provide human resources, facilities and institutional support.

Livelihoods development achieved several significant milestones:

- Market assessment and production procedure assessment: Work with local home-based enterprises initially reviewed working conditions, production, marketing and challenges. Two active, stand out home-based enterprises were selected for an intervention pilot.
- Design of new products: During the consultation meeting and needs assessment, it was noted that stone and wood carving should have two focuses: domestic market exploration and diversification of product designs for more customers. A French expert was invited to work with these two pilot home-based enterprises to support them in developing new designs to address the expectations and needs of customers. As a result, 38 new samples of stone carving and 27 new samples of wood carving were developed. Each traditional carving group (stone and wood) also created 20 new samples based on their own thinking and experiences.
- Improved production procedures: This included equipment and machine upgrades, improvements in working conditions and OSH along with financial investment in home-based enterprises with support from PCC, ViRi and ILO-IPEC.
- Trade promotion included new cover designs, leaflets, stories behind the products, sending products to exhibitions, utilizing websites such as GreenCraft ([www.greencraft-onlineshop.vn](http://www.greencraft-onlineshop.vn)) along with market exhibition participation in national and international fairs.
- Business planning: ViRi staff consulted and supported two groups of families to develop business plans and strategies. The business plans showed strengths, weaknesses, opportunities and challenges for each home-based enterprise and future development strategies. Finally, two key development strategies were decided: product provision to domestic areas and diversification of products to the international market. ViRi staff also helped to create and manage production lists and accounting management, which all received consensus, commitment and appreciation from enterprises.
- Product designs and piloting were monitored by ViRi for timely support if required.
- After successfully supporting these two groups of home-based families, a workshop on orientation and plan development to duplicate the approaches to other home-based stone and wood carving enterprises was organized, with comprehensive contributions from the district labour sector, commune government, district economic and trade sector, ViRi and ILO-IPEC and enterprises in the communes.

## 2.3 Occupational safety and health for home-based enterprises and children's families in traditional craft villages

The baseline survey showed that children's work was primarily to get money for families and themselves, but some children worked to learn traditional carving artwork. Thus, in Hien Giang two kinds of children were targeted - those working primarily for monetary or learning objectives.

During the process of working and practicing in home-based enterprises, working conditions very much influenced the quality of work along with health and safety standards for working children. Child labour is a key driver of labour accidents. For working children, either part-time outside school hours or full-time, it is essential to monitor their working conditions and OSH standards. All trades/work undertaken by children reported in this survey were accompanied by one or more harmful, hazardous or dangerous factors. Most home-based enterprises in Hien Giang conducted production at home or nearby home, with sedentary, unsafe and unhealthy working conditions the norm that hurt workers' health and productivity. Therefore, the AP developed an OSH intervention for traditional crafts villages in Hien Giang to improve health and safety working and living conditions for workers and children. The OSH intervention carried alternative activities, with the inclusive involvement of the labour sector, local government, Women's Union, Youth Union, employers, labour organizations such as VGCL and employer organizations such as VCCI. The financial and technical support of ILO was seen through civil organizations such as VIRI and an independent OSH expert, who provided technical assistance for training, handbook development, development of two OSH pilot models, knowledge sharing workshops and child labour free commitments from enterprises.

The OSH intervention activities for the home-based enterprises and families in Hien Giang commune were developed and implemented based on the results of the survey and consultations on working conditions of enterprises, which linked and enhanced the effectiveness of the intervention efforts as follows:

### 2.3.1 DOLISA, VCCI, district labour and commune government representatives collaborated on the following activities:

- Listed all stone and wood carving home-based enterprises in the commune, assessed their understanding of child labour, reviewed their working conditions, screened all labourers in each enterprise including age, evaluated employers' understanding of OSH as well as awareness raising and capacity building needs.
- Organized training courses for more than 130 enterprises and employers on child labour issues, national and international laws, working conditions and OSH for awareness raising. As a result, most enterprises pledged not to use child labour and gradually improve their OSH standards.
- Organization of the consultation workshop with participation of more than 40 home-based enterprises in the commune to develop a Code of Conduct applying to home-based stone and wood carving enterprises.

### 2.3.2 The AP collaborated with Viet Nam General Federation of Labour (VGCL), DOLISA, district labour, local government and related mass organizations to:

- Implemented an assessment of employees' knowledge of OSH, safety equipment, working conditions and training needs.
- Based on the assessment results, the General Federation of Labour of Viet Nam with TA support from ILO developed three training materials which included a manual on OSH in agriculture and fisheries production, a manual

on OSH in stone and wood carving and a manual on OSH in agricultural and food manufacturing. The materials were also accompanied with a video for training.

- Organized a training course for the utilization of training materials on OSH standards in stone and wood carving for 32 enterprise owners and their workers.

*“Workers in home-based enterprises risk occupational accidents and diseases due to direct contact with machines, chemical substances and polluted workplace environments. Workers themselves may not be fully aware of these harmful and dangerous factors to seek solutions. Hence, OSH training for home-based and small enterprises is vital to help them apply simple, low-cost and available solutions in their local areas to improve working conditions and prevent occupational diseases and accidents”. (A stone and wood carving art enterprise).*

Required workplace safety features:

1. Organised shelters
2. Clear exits
3. Label all electronic machines and equipment
4. Work guidelines
5. Pump and saw protection
6. Fire extinguishers
7. Safe electronic monitor box
8. Power grid reinstallation
9. Heat controls
10. Clean air ventilation
11. Fans
12. First Aid equipment
13. Signals and work protection
14. equipment

### 2.3.3 Development of two pilot models for enterprises in OSH and child free labour: In addition to training material development, awareness raising and capacity building activities related to child labour and OSH for enterprise owners, ILO-IPEC supported OSH experts to develop OSH and child free labour pilot models for enterprises in the commune.

The AP collaborated with the commune government, the district labour sector, DOLISA and home-based enterprises. The purpose of the pilot models was for enterprise employers and employees to apply the specific knowledge and skills learnt from the training courses and materials.

- i) The home-based enterprises participating in the training courses were guided to self-review their work conditions and OSH standards to propose improvements. The checklist suggested enterprises review harmful and dangerous OSH factors to avoid occupational accidents and diseases.
- ii) An OSH expert then processed the checklist and worked with the commune government and district labour officials to select two volunteering enterprises to develop the “OSH model and say no to child labour” sub projects.

The volunteering enterprises comprised of Minh Phu, a medium-sized stone and wood carving enterprise and Son Dich, a home-based wood carving firm.

Based on the two enterprises’ checklists, experts worked with them to improve work conditions, including improved safety equipment with a 50% budget contribution from the enterprises.

A OSH workshop was carried out after completion of the OSH pilot models for knowledge and experience sharing and possible replication at other enterprises, with participation by more than 50 home-based enterprises in the local area, DOLISA, district labour organizations, VCCI and trade units.

*“Based on awareness raising activities on child labour and discussions on harmful and dangerous factors at home-based workplaces, an OSH expert from the AP discussed solutions with households and local government. Solutions were divided into two groups of risks. The first was harmful factors and prevention of occupational diseases. The second was dangerous factors and prevention of labour accidents. Solutions to resolve harmful factors and prevent occupational diseases included ventilation, dust treatment, light improvements, vibration and noise control, reasonable work times, rational division of labour, clear exists and hygiene standards at the workplace. Solutions to dangerous factors and preventing occupational accidents included covering equipment, more protection equipment, signal systems, enforced safety distances and safety clothing”. (Training material from the OSH course, 2013).*





### **3. Results of the Action Programme in Hien Giang commune**

### 3.1 Spotighting awareness and capacity

Awareness raising helped about 60 local government staff, mass organizations and teachers improve their knowledge of children's rights, child labour and related legal documents. The AP also trained agencies in Ha Noi on child labour and methods and skills for positive training methods. Subsequently, local government and mass organizations displayed improved general awareness and behavior that translated into proactively seeking, mobilizing and integrating resources into their activities to combat child labour.

*"The project taught us how to work in an efficient manner. Previously, we took a top-down approach, but we could not clearly see the problems in society. We also learnt how to monitor specific work to understand what is done well and what can be improved". (Interview with Le Thi Lieu, Head of the Women's Union, Thuong Tin district, Ha Noi)*

More children and their families are now aware of the importance of education and the negative impacts of child labour and work hazards.

*"Now we ask our children to support the family after studying and not force them to complete all their work. They can get a break when needed and only work 2-3 hours each day". (A parent, Hien Giang commune)*

Skills from SCREAM training courses were applied at mass organization and Youth Union activities in the commune.

*"The AP's SCREAM training course took place in seven days at the Ha Noi Youth Union headquarters. The course obviously helped us to understand the convention, laws and the SCREAM method. In this commune, one Youth Union leader and two teachers participated in the course. We have now applied the method to our activities". (Vice head of the Youth Union, Hien Giang commune)*

### 3.2 Direct support

- Children are now interested in studying with an increased number of participants. In addition to the registered trainees, lecturers also observed children who attended class develop a keen interest in the training module, especially in basic art.
- Local government acknowledged and applauded the vocational training model as suitable with the national objective of developing the traditional crafts village concept in step with the socio-economic development of the local area. The implementation and training activities involved multi-dimensional, interdisciplinary and resource mobilization of related agencies such as DOLISA, district labour and vocational training organizations, local government, craftspeople and the ILO's financial and technical support.

*"In the summer, a number of students in the 10th grade wanted to work and I agreed they could work 1-2 hours per day. Some kids wanted to work more, but I don't agree. I joked that "If I sat working for a long time, then you will not grow up". Regarding labour safety, previously we do not provide full labour protection. Now we are involved in training and understand and apply [it]". (Le Thi Son, wood handicraft maker, Hien Giang Commune)*

The training course mobilized and integrated national and local resources, such as Programme 1956's budget, a programme on the maintenance and development of traditional craft villages, facilities for training classes, human resources to mobilize children to participate in the AP and the participation of craftspeople in practical sections to transfer cultural knowledge and traditional designs to trainees.

- Livelihood promotion for children's families to develop businesses through enhanced product design, production and marketing made significant tangible progress with 60 new product designs completed with TA from the French expert. All new designs have completed, 1,000 leaflets introducing new products have been designed and printed, national and international marketing promotion campaigns have been conducted, while both trial enterprises have enjoyed a jump in orders. The income of Minh Phu in 2013 increased 27% compared to 2012, of which export income increase by 19%. Son Dich's income increased 17% in 2013 compared to 2012 with a 25% climb in exports.

- In the workshop on orientation and plan development with stone and wood carving enterprises before the AP's completion, the district economic and trade unit and commune government committed resources to support up to three enterprises in 2014 and VIRI committed to continue its TA of product designs and marketing post the AP. The two pilot models will continue to support other new groups in development and income generation activities.

### 3.3 Improved working conditions and OSH

The AP successfully set up two OSH pilot models, of which the volunteering enterprises contributed 50% of the total budget and committed not to use child labour despite an unfavourable local economic climate in 2013, with one enterprise saying "[the] economic situation in 2013 is quite difficult generally".

The two pilot models were highly appreciated in terms of their approach in supporting ideas, TA and critical thinking in a manufacturing model with OSH improvements. By awareness raising and OSH training, enterprise owners are now aware of harmful and dangerous features in their workplaces and can take appropriate action.

*"Heightened awareness of employers not to use LDTE and working conditions that ensure safety are most important because it is difficult to control all businesses in each local family". (A commune leader)*





## **4. Opportunities and constraints**

### Opportunities

Awareness raising activities in Hien Giang ran parallel with a national programme on child protection during 2011-2015 and this opened the door for the intervention to mobilize financial and human resources and mass media support during this period. The AP also supported the Labour Code's revision in 2012 so its key contents could be updated and modernized.

*“Ha Noi established a steering committee for Programme 267 and this was an advantage for the AP because child labour was one of the programme subjects. Of the five components of Programme 267 in Ha Noi, there was a component dealing with street children and the worst forms of child labour. This positively influenced the AP. Meanwhile, ILO-IPEC methods were applied and expanded in national Programme 267, which expanded AP's influence and substantiability”. (Representative, DOLISA Ha Noi).*

Relevant methods, realistic content and feasible solutions for organizations created favourable conditions for the implementation of vocational training. At the same time, investment and promotion of traditional crafts helped traditional crafts villages to remain and develop, while providing sustainable jobs for children as they are closely linked to preserving this type of traditional career.

Multi-dimensional, interdisciplinary, participatory approaches for children, children's families and relevant agencies with inclusive resource integration and mobilization of the public and the private sectors, from central to local levels helped ensure the implementation of vocational training. ILO experts provided significant expertise and valuable input to the AP. ILO and Hien Giang People's Committee, elementary and secondary schools, the police, mass organizations such as the Youth Union and Women's Union, volunteer networks, and the

labour sector worked together in planning, programme development and monitoring activities. Home-based enterprises also actively provided valuable contributions to livelihood promotion activities.

In family livelihood promotion, the AP received positive support and participation from enterprises because the intervention activities met family needs and ensured sustainability.

### Constraints and challenges

- Persuading employers and employees to forgo a day's work and payment to attend a training course with lower allowances required significant communication efforts by the implementing and collaborating agencies.
- Interdisciplinary and multi-dimension collaboration in the AP's implementation was necessary, but can be time consuming and influence progress.
- Maintaining the quantity of regular trainees was also a challenge. The income of working children is about VND100,000-200,000 per day, relatively acceptable for children and their families. While the ILO vocational training is free of charge, but there is no allowance. To overcome this, significant communication and advocacy efforts were required from local staff and a long-term management vision is needed from local government, children's families and AP stakeholders.
- Child migration may influence the intervention's progress. In Hien Giang, some children migrate from other rural provinces to work in traditional home-based craft enterprises. Some registered to attend the training course, but quit or dropped out suddenly due to their workload.
- From the wood carving enterprise, some could not read technical drawing papers, developed by the French expert. To overcome this, he created a new copy from a real sample and/or students created a new sample using their imagination. Thus, the expert had to work side-by-side with the first group for each new sample until the rough draft was completed and this was time consuming.
- OSH in the traditional craft villages may face challenges as enterprises do not always report the real number of child workers and hide their real ages.
- Most enterprises in Hien Giang are home-based with small-scale production and incomes, so budgeting for OSH and work condition improvements can be problematic.





## **5. Lessons learnt from the Hien Giang model**

- The people's committee's participation and direction at all levels is vital as the AP was developed and implemented with the participation and input of numerous agencies. At the implementation level, the people's committee direction was very important to ensure consistency and synchronized performance at all levels.
- Awareness raising for child workers' families in combination with stable livelihood support are needed to help families change and adjust their children's work.
- More time is needed to prove the impact of livelihood support strategies on the withdrawal of child labour.
- Vocational training opportunities for young children must take into account their needs. The training is most effective when tied to employment placement.
- Training aims to enable sustainable later employment. It is necessary to determine the boundaries between traditional trades, apprenticeship and child labour, especially in the hours of practice, so there should be scrutiny in the vocational activities of children.
- Capacity building for district and commune officials is essential to ensure the direct intervention's success.
- Support poverty reduction, livelihood development in LDTE households, while helping children learn about culture, quality vocational training, healthcare, safe working conditions and sanitation. In particular, promoting quality and free education and vocational training for children is a key strategy. Strategies to ensure employment and livelihood development for parents is also a key factor in tackling LDTE.
- Connecting and integrating with the Social Economic Development Programme of the city was vital, with related programmes such as the National Child Protection Programme No. 267 and in Programme 1956's vocational training for rural areas.

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