



**International Labour Organization**



**National Confederation of the Entrepreneurs  
(Employers') Organizations of Azerbaijan Republic**

# **“STUDY ON CHILD LABOUR ON COTTON PLANTATIONS IN 8 REGIONS OF AZERBAIJAN”**

**Baku – 2005**

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## EXECUTIVE SUMMARY

### **Background**

Child labour remains to be an issue of the day and painful problem of our time. It includes activities that are mentally, physically, socially and morally harmful to children.

The problem of child labour in Azerbaijan is one of the negative phenomena of transition to market economy. The transition to new economic relations was accompanied by a number of political, social and economic changes in the country which had a negative impact on living standard of the population.

Accordingly, this situation caused the phenomenon of child labour. The factors contributing to child labour have been identified to be poverty particularly in the rural areas, unemployment, high level of migration, number of children in the family and problems in provision of family needs; low level of education; existing intentions of getting profit due to child labour; insufficient social protection; indifference of society to a problem, family disharmony and diminishing family support; trafficking of children within the country and inadequate enforcement of labour and criminal laws. More essential factor stipulating use of child labour concerns gender issues, as in Azerbaijan women and men are confronted with the unequal opportunities for earning their life, but this inequality is not termed by legal environment. Economic decline happened in 1991-1995 mostly affected women rather than men. Registered unemployment rate is 1,33 % higher for women. The average monthly salary in works dominated by women is lower than of men that deprive children from being fully provided by the family.

It is no secret that today use of child labour in many countries including Azerbaijan is accompanied by breach and abuse of the law. In Azerbaijan the minimum age for employment is 16 years. The Azerbaijan Labor Legislation prohibits the employment of children less than 15 years old. With the consent of their parents or persons substituting for them children in the age group 14-15 are permitted to be engaged in their free time in easy work that is not harmful to their health. Children under the age group 16-18 have the right to be involved in labour by their own desire, but they are also prohibited from working dangerous to their health. Working hours are restricted and night work is prohibited. Employers are required to issue a medical examination ensuring a child's ability to do the assigned work.

But, these regulations are not enforced and many children continue to be engaged in the different spheres of economy having been deprived from the schooling that brings to illiteracy of population and loss of skilled labour force in the future.

It has to be noted that the systematic and complete investigations on child labour have not been carried out in Azerbaijan. Following the results of UNICEF investigations 13 % of employed children (of 5-14 years) was registered in Azerbaijan. Only 0,3 % of these children are paid for their work. However, investigations of UNICEF covered only limited number of regions of Azerbaijan and in spite of their importance don't give the complete idea of the nature and extend of child labour, work conditions, the factors originating child labour and gender problem.

Thus, In Azerbaijan, there is hardly any reliable statistical information on the economic activities of children. The main reason is the lack of specialized survey methodologies and relevant concepts, definitions, classifications, etc, of child labor. As a result, there is no comprehensive national picture of the extent or level of children's activities in the country. Nor is there an

appreciation of the different categories of working children who are most in need of help or who are in the greatest risk.

From this standpoint the Study on child labour on cotton plantations in 8 regions of Azerbaijan implemented by the National Confederation of Employers’ Organizations of Azerbaijan Republic with technical assistance of the ILO ACT/EMP gains a high importance in the country.

### **Problem that the document is assessing**

The agricultural sector is one of the challenging spheres of economy to use child labour. As a prevalent issue in Azerbaijan, child labour is observed in cotton-growing, tobacco and other harmful production spheres along with individual economies. Among these agricultural spheres cotton-growing occupies the first place for using child labour. Earlier use of child labour in this sphere was a state policy (attracting secondary school and university students to cotton collection), but nowadays child labour remains to be used at a high level at the various stages of cotton production.

Cotton-growing remains to be the main source of income for population in the targeted regions. In the Soviet times population being engaged in cotton-growing could fully provide their maintenance. But after conquering the independence the system of planned economy was collapsed, there arisen problems with building of new economic relations and transition to market economy, which all caused the agriculture fell into decay and negatively impacted the cotton-growing. Despite of recent increase of cotton production the interest in cotton-growing is sharply decreased. Actually, population is engaged in this production field, as they have no any other source of income. The existing fading interest in cotton production is caused by a number of reasons. First of all, cotton-growing requires hard work. Owing to absence of technical equipment the hand labour is widely applied in cotton-growing. The second reason is low selling price (selling price of 1 kg cotton accounts 1500 AZM – 30 cent). According to entrepreneurs the selling price of cotton, requiring hard work and heavy expenses, barely covers the prime cost. And, this, of course, negatively influences the population’s incomes. Though at one time cotton-growing, called “slave labour” by local people over it required hard labour to be done mainly by hands, was considered women’s occupation, today, this work in literal sense of a word stands for “child labour”. As the general part of labour force, concentrated in this sphere, is constituted of children of 13-17 age group.

The children working in cotton growing are more exposed to hazards as compared with others, while children work with pesticides, their susceptibility to diseases and risks are higher. From this point of view, work in cotton plantations is more dangerous for health and future development of children. It should be noted that no license is required for import of chemical preparations in Azerbaijan and different kinds of pesticides are brought to the country and used in agriculture. There is no any information and regulations on application of these pesticides, their toxicity level and influence on human organism.

Children engaged in cotton-related activities work for many hours a day, with the majority beyond 8-10 or even 12 hours. This is significantly above the limit 4-6 hours set by the national law. Long working hours and exposure to hazards put working children at a higher risk for diseases and injuries, which might further influence their psychological and physical growth and development.

Unfortunately, comprehensive information and statistics relating to the extent of child labour and exposure to hazards is lacking. Facts were needed to determine the scope and scale of child labour in the agricultural sector.

The offered Study presents a rapid assessment of child labor on the cotton plantations of the eight following regions: Bilasuvar, Sabirabad, Imishli, Ujar, Kurdamir, Agjabedi, Barda, Beylagan.

The objectives of the Study are:

- ❖ To examine nature and extent of child labour on cotton plantations including demographics (age, sex, family composition and provision, living standards), education, healthcare, life style of children, also assess the impact of cotton-related activities on children’s health and schooling;
- ❖ To find out the causes and consequences of child labour on cotton plantations;
- ❖ To assess working conditions, the type of activities and tasks children involved in, working environment and work regulations;
- ❖ To determine attitude of community members’ towards child labor and role of employers in the attraction of children to cotton-related activities;
- ❖ To find out the policy environment on children issues and the efforts made by the Government and NGO’s towards child labour; public awareness of the national law on child labour.
- ❖ To develop proposals and recommendations for employers and other stakeholders to combat the worst forms of child labor.

### **Methodology**

In order to collect of the quantitative and qualitative information required for reaching the objectives of the study various data collection methods were used.

The data collection methods included key informant interviews and discussions, observation, individual interviews and conversation with children, employers, parents and teachers, questionnaires and information recourses.

The most useful methods were the interviews and conversations which held particularly with each informant groups. These methods gave an opportunity to get desirable information and to facilitate free conversation.

The questionnaire method was also very important tool for the collection of necessary information. The experience of other countries as Turkey, Russia and Romania was applied in the preparation of the questionnaires.

According to State Statistical Committee in 2004, in Azerbaijan, 29-31 % of rural population that constituted 4, 01 million persons (48.5% of total population), are children aged 5-19 and youth (though the survey was conducted among the children in 5-17 age group, official statistics have been taken from the break down of population on 5-9,10-14 and 15-19 age groups). At the same time interviews have been conducted among only those children who work in cotton production. Because cotton industry has fallen into decline over last years and only local population were engaged in cotton production, mainly, local children were questioned during the studies. Only 6 respondents (3.3% of total respondents) belong to the families of refugees and persons internally displaced in the result of the Armenian aggression.

The survey area included eight cotton growing regions of Azerbaijan Republic as Bilasuvar, Sabirabad, Imishli, Ujar, Kurdamir, Agjabedi, Barda, Beylagan.

These regions have been selected for the following reasons:

- ❖ These provinces have old traditions of cotton-growing;
- ❖ 52,6% of cotton planted areas of Azerbaijan are located in these regions;
- ❖ Socio-economic situation in the selected areas is more difficult than in the other regions of Azerbaijan;
- ❖ Finally, the project budget and human resources were sufficient to include only eight regions.

The survey was conducted in 44 villages of the mentioned 8 provinces. These regions are specialized in cotton production. 602 respondents including 180 employers, 180 parents, 181 working children and 61 teachers have been questioned. Gender parity among the children 5-15, 16-17 age groups was observed.

The survey was conducted from December 15, 2004 to March 15, 2005. The interviewing within the framework of the survey was carried out from January 20, 2005 to February 18, 2005.

### **Limitations/Scope**

The study was limited by the following factors:

**Period:** Due to the payment delays by donors the start date of the field survey was postponed and it was performed during the period January 20 – February 18 2005.

But the prolongation of the activity time helped the researchers and they had enough time to study the situation of child labour in the country in depth, different approaches to child labour and the efforts made to combat child labour, to hold some meetings for the instruction of the interviewers’ group, to meet the representatives of international and local organizations dealing with children problems.

**Respondents.** Other limitation of the research related to finding children for interviewing. They were looked for in the different places including schools, streets and home.

Being aware on the legislation of Azerbaijan Republic on child labour that prohibits the employment of children under 15 years old, at the beginning of questioning some of interviewed employers was insincere saying that they don’t use child labour. But applying of tactfulness and explaining the real goals of the project this problem has been resolved. As well as the problem was facilitated by the assistance of AEC regional representatives who are well informed about the situation on the grounds.

**Lack of survey experience.** In some cases children and parents avoided of participation in the survey being uninformed about it at all. Applying patience and diplomacy the researchers had to work for long hours and explain the objectives of the survey.

**Lack of information and statistics.** There are no statistics on extent and nature of child labour in Azerbaijan. No research on child labour has ever been conducted on cotton plantations. The researchers had to refer to little efforts made by some non-governmental organizations.

### **Results**

As a result of the survey conducted on cotton plantations of in 8 regions of Azerbaijan it was found that child labour is widely used in cotton growing sector of the country. It has been identified that children under 5-15 and 16-17 age group are actively involved in work. An important role of parents, employers, and also children themselves in prevalence of child labour has been found out.

Within the framework of the study national legislation on child labour was investigated. Although national law stipulates the regulation and control child labour issues, irresponsibility of the relevant state bodies towards law implementation is found out. Regardless of the fact that National Legislation of Azerbaijan Republic prohibits employment of children under 5-15 age group it was clear that labour of children under the mentioned age group is exploited in cotton growing, and what is more they are engaged in housekeeping and illegal work during the non-cotton season in order to contribute to family income.

Basing on the survey it can be said that labour of children under 16-18 age group is prevalent in cotton industry, housekeeping and illegal work.

Nevertheless the employment of children under the mentioned age group is allowed by National Legislation only under facilitating terms, they are engaged in hard and unprotected labour conditions which have a negative impact on their health and miss getting education and vocational skills.

According to the findings of the survey, it was found that child labour is applied in cotton growing sector which requires hand work and physical strength, and negatively impacts on health, education, physiological and moral development of children.

The involvement of children into cotton-growing occurred in different ways:

**First**, the employer concludes a deal with the head of family and leases him the certain territory for cotton-growing. As is known, cotton-growing is seasonal work and depends on weather. Therefore, to complete the work in time and avoid losses, especially, in harvesting time, the whole family is involved into this hard process. Besides, the head of family with the purpose to “not to pay somebody else” involves all family members, young and old, including his and relatives’ children into cotton-growing.

**Second**, in each village there are special persons, they are especially women, which are in a sense are called “brigadiers” or “team-leaders”. In order to work at the cotton plantations they create “groups” or “brigades” for the most part consisting of children. The employer concludes a contract with that brigadier; actually it is not any written contract, but just a verbal agreement. And brigades of children in a way are leased to employers for seasonal works.

The **third** way the children are involved in cotton procedures is connected with the unemployment level in mountainous areas of Azerbaijan is higher and population’s living is heavier. Arduous geographic and climatic conditions complicate the population’s occupancy in agriculture. To provide their maintenance people with the purpose to find a job leave for other regions, mainly, for cotton regions. However, the interesting fact is that 90% of such labour force is formed of 13-17 age group girls. The parent (mainly father) groups his and relatives’ children and leaves for cotton regions. There he leases certain hectares of cotton area for the period of 6-7 months (May-November) and works with his family. These families live directly in the cotton plantations two-three kilometers miles distant from the village and in very poor conditions.

These findings indicate that the involvement of children in cotton-related work occurs with the request or direct participation of their parents. The majority of parents interviewed don’t possess clear information about children rights, the national legislation and international standards on child labor, even some of them is not aware on serious impact of agricultural work on children health and future development.

According to the survey, 73% of children interviewed under 5-15 age group and 51% of children under 16-17 age group were employed by the requests of their parents. According to the majority of parents (86%), the working of children contributes to family budget.

35% of interviewed parents said that the involvement of children in economic activity has a positive impact on their future development. 51% of the parents who negatively appreciated (38%) this issue, consider that children engaged in work at an early age, will be uneducated in the future, 49% noted the negative impact of work on children’s health.

According to parents, work teaches children to be responsible, to know the price to all things. Working children acquire certain professional and work skills that enable to provide themselves as adults. Some parents consider that know how to read and to write is sufficient for their children, where work and education contrary to each other. Work is more important, as it brings immediate benefit and helps to provide family.

The majority (52%) of total employers (180 persons) expressed their negative attitude to child labour saying that it has a negative impact on children’s education (41%) and health (37%). 31% of employers regarded the attraction of children in work as a positive one saying that it can help them to get marketable skills in the future. 14% estimated it as a help to family.

The attitude of employers towards to the problem of child labor looked to be interesting. For example, some entrepreneurs, having greatest number of children employees, said that using child labor in cotton growing is unwanted and unfavorable from both moral and economical point of view. But the lack of labour force and poor economic conciliations of rural population made employers to hire children.

Owing to weak material and technical basis of agriculture the hand labour is widely applied in cotton-growing that requires involvement of large quantity of people. Two existing problems, on the one hand the high level of unemployment and on the other one the scarcity of labour force,

contrary to each other. Going deeply into the heart of the matter one can realize nothing is wonder here. On account of the low sale price of cotton, which hardly covers its prime cost, the wages the employer pays to adult population decrease their interest in cotton procedures. Basically, the male population of regions leaves for cities or other foreign countries in search of a job. From the other hand, through lack of technologies the hand labour is widely applied, that requires great physical strength. Senior people, including middle-aged women, are no longer incapable to be engaged in such kind of hard labour. Besides, they are occupied with their household. Therefore, just children for the most part are burdened with cotton-growing. According to the findings, 15% of children-respondents have never attended school (11% is under 5-15 age and 89% is under 16-17 age). 38% of children aged 5-15 and 26% of children aged 16-17 combine schooling and work. There is need to note the fact that some children are only officially registered in schools; actually, they have no schooling.

It should and noted that one of the important for children to be involved in cotton-growing is connected to education. The weak material and technical basis of rural schools, including lack of classrooms, unequipped subject laboratories, problems when obtaining textbooks and other different reasons cause low standard of education and, consequently, reduce children’s interest in lessons. On the other hand, in poor families owing to lack of means there arisen some problems when their children after leaving secondary school are eager to continue education or higher educated young people are looking for jobs, in a word, problems connected with youth’s employment decrease children’s desire to receive education. As it became known from study, in villages even the people who have received higher education because of impossibility to find work again start agricultural works, or are forced to work not on a specialty. Therefore children and their parents prefer to grow cotton rather than to study.

When the health of children was investigated it was found out that only 5% of children fallen ill (75% of children fall ill sometimes and 6% - often) received the medical treatment at hospitals. 95% of them underwent the cure at home with primitive methods. Unfortunately, only 1% of children got medical service at the expenses of employer.

The problem of children health was also investigated due to the observation, monitoring meetings and conversations with rural population. Cotton-related activities, solar radiation, the lack of drinking water and hygienic conditions, application of chemical preparations, changing climatic conditions etc. have negative impact on children health causing long term diseases including bronchial asthma, allergy, gastrointestinal diseases, pneumonia, catching a chill. Also, gynecological disorders among female children are widely spread. According to the non- official information of the Republican Gynecological Center approximately 60% of young women patients who are resident of cotton-growing regions, have the problems with their health concerning menstrual cycle and reproductive function. It should be noted that there are no any aid posts in these villages. Because these villages are situated on a long distance from regional center and also medical treatment in hospitals is beyond means of many families, parents prefer to cure their children by domestic methods than going to hospitals.

### **Recommendations**

The study has shown that child labor is a serious problem in Azerbaijan and requires interventions of government, employers, NGOs and international agencies to be addressed.

**As a key actor in the fight against child labor the government is recommended to:**

- ❖ provide a complete picture of the status and extend of child labour in the country;
- ❖ develop national action plan on elimination of child labour especially its worst forms;
- ❖ improve the existing compulsory education system;

- ❖ provide enforcement of existing laws on child labor; and as well as effective labour control of children allowed for employment by law;
- ❖ design projects and programmes aimed at provision of alternatives for the families of working children;
- ❖ provide child labour issues to be included in State Programme “On poverty reduction and economic development (2006-2016)”;
- ❖ carry out and supervise medical examination of working children; and provide medical-prophylactic assistance for children through expansion of system of medical ambulance stations in rural areas;
- ❖ Co-operate with local authorities, International and local NGOs dealing with child labor issues and other stakeholders on reducing and combating child labor.

**International agencies and NGOs are recommended to:**

- ❖ ILO should continue its support to the solution of the problem of child labour in Azerbaijan through various projects and programmes;
- ❖ organize trainings and seminars on child labour;
- ❖ promote capacity-building of social partners to address the issue and perform practical work, to strengthen social dialogue and decision-making processes;
- ❖ ensure new projects directed to improving educational environment for children and their vocational training;
- ❖ International organizations, such as ILO, UNDP, UNICEF, should establish and increase their contacts with other organizations and institutions dealing with children problems, facilitate their exchange of information and create possibilities for collaboration with local organizations;
- ❖ stimulate changes in local culture for better understanding of the risks and dangerous of child labour and the value of education;
- ❖ create a coordinating network between the local organizations dealing with child labour and promote an exchange of experiences and achievements;

**Azerbaijan Employers’ Organization is recommended to:**

- ❖ carry out awareness raising activity among employers;
- ❖ raise public awareness on International labour standards especially ILO conventions No 138 and 182, including other International papers on child labour;
- ❖ organize trainings and seminars on understanding of the concept of child labour;
- ❖ influence the development of national policy on child labour;
- ❖ mobilize the participation of business in national programmes against the worst forms of child labour;
- ❖ collaborate with the government, trade unions and International and local NGOs in combating child labour;
- ❖ joint and contribute the relevant vocational training programmes for working children;
- ❖ join other ILO projects contributing the problem of child labour;
- ❖ closely cooperate with Mass media in order to attract it to take an active part in the solution of the problem;
- ❖ establish CL Committee within the Confederation in order to supervise and evaluate the situation, and also to contribute to the best solution;
- ❖ design a special section on the AEC Website on child labour issues and update it on a regular basis in order to provide on-line informational system;
- ❖ develop guidelines and policies for employers towards the elimination of child labour.

## **CHAPTER I BACKGROUND**

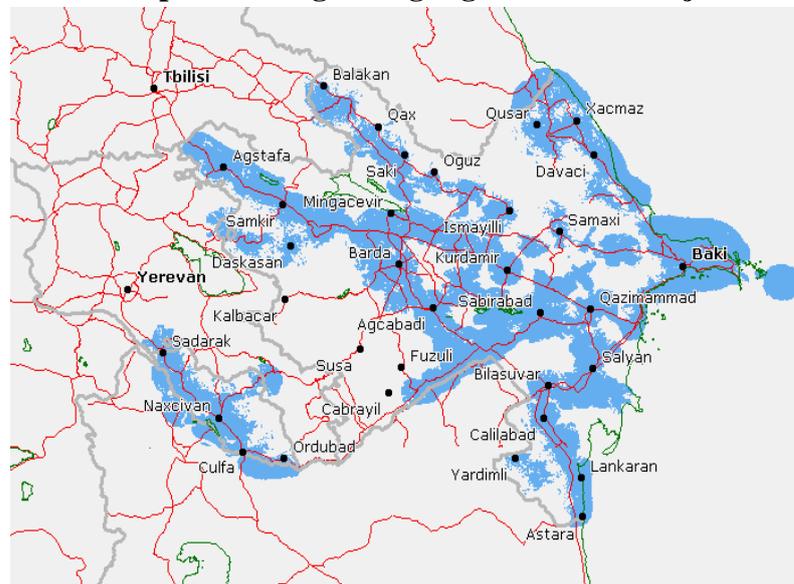
### 1.1. Overview

As in many countries of the world, child labour remains to be a serious problem in Azerbaijan Republic, and its elimination is an urgent need. Use of child labor in agricultural sector, especially in cotton production, which is most harmful for children’s health, is considered to be a main factor threatening the future of society.

Since Azerbaijan gained its independence in 1991, agriculture, like many other branches of economy, has been in decline. The Armenian aggression beginning from 1888 and occupation of 20% of Azerbaijan territory, conflicts inside the country, in a certain sense chaos had a negative impact on political, economic and socio-cultural spheres of the country. Only in a result of war conflict about 1 million persons were forced from their native lands, and total area of 300,000 hectares, including 88,000 hectares of grain areas, 83,000 hectares of cotton, tobacco, vegetable areas and pastures have been destroyed. Beginning from the first years of independence, the termination of activities of processing industries and the lack of markets for product realization have decreased agricultural production to the minimum. At the same time, as a consequence of falling living standards in rural areas and poverty, the majority of rural population began to leave for urban areas and in many cases abroad of the republic. The migration caused decline of agriculture. Azerbaijan, one of the biggest cotton producers in post-soviet territory, faced a threat to lose this field of industry. Altogether these conditions of economy and agriculture, a traditional sphere for the country, gave rise to unemployment problem in Azerbaijan.

Cotton production like tobacco growing and viticulture also requires hard work. In 2004, in Azerbaijan cotton was planted at the area of 77, 000 hectares.

**Map1. Cotton growing regions of Azerbaijan**



If we go through the various work processes of cotton production (plowing, tillage, sowing, thinning, weeding, gathering) we can clearly see that it is harder than other spheres of agriculture.

This survey has studied child labour in cotton plantations of eight regions of Azerbaijan Republic (Bilasuvar, Sabirabad, Imishli, Ujar, Kurdamir, Agjabedi, Barda, Beylagan), specializing in this sphere. There are some reasons for the selection of these - 8 regions as the

targeted areas for the Study. Firstly, only 8 were selected due to budgetary constraints. Another factor of the choice of these regions is related to that they mainly specialized in cotton growing branch of agriculture. Also, 52.6% of general cotton plantations throughout the Republic is concentrated in these regions and 48.3% of cotton product falls to the share of these regions.

## **1.2. Educational background**

Education forms the basis of every country's national development. Education is regarded as one of the main factors that ensure the future of the nation.

The systematic development of education in Azerbaijan began in the early 20th century, or to be more precise in the Azerbaijan Democratic Republic. However, institutions of education had been operating in our republic even earlier. But all the institutions of education which opened before this period were financed by private individuals. It was in 1919 that the education system began to be financed by the state and to turn into a system developing under state control. Azerbaijan's incorporation into the USSR in 1920 allowed education to cover the grass roots. One of the main advantages of the Soviet education system was that it was free for everyone.

In general, the development of education in Azerbaijan can be divided into two periods: The Soviet education system and the education system during the period of independence. While the first stage covered 1920-1991 and was an integral system with its own traditions, the second stage started in 1991 and became a mixture of the Soviet and Western education systems.

It must be noted that namely private institutions of education, started operating in the second stage, played an important role in the application of Western educational traditions in Azerbaijan's education system.

The necessary legal basis has been created for the development of science and education in our republic in recent years, where people's right to education, mandatory secondary education and higher education for talented youths are endorsed by the constitution. It is not in vain that expenditure on education headed the list in the 2005 budget and accounted for 13.9 per cent.

Thus, we want to give you brief information on the structure of the education system in Azerbaijan.

The education system has the following structure:

### **Pre-school education**

- General education
- Primary education
- Main education
- Secondary education

### **Professional education**

- Technical-professional education
- Secondary specialized education
- Higher professional education

### **Training after obtaining a diploma (training, internship, etc.)**

- Magistracy
- Doctoral studies
- Out-of-high school education and upbringing
- Independent education
- Refresher courses, re-qualification and internship

Just like in every education system, Azerbaijan’s education system also consists of a number of consistent educational programs including various steps, a network of education institutions which carry them out, educational management bodies and other organizations and enterprises engaged in the process of training and upbringing.

Today about 1,9 million people are receiving education in Azerbaijan’s primary, secondary and higher institutions of education.

### **1.3. The objectives of the survey**

The main objectives of the survey were as follows:

- ❖ To examine nature and extent of child labour on cotton plantations including demographics (age, sex, family composition and provision, living standards), education, healthcare, life style of children, also assess the impact of cotton-related activities on children’s health and schooling;
- ❖ To find out the causes and consequences of child labour on cotton plantations;
- ❖ To assess working conditions, the type of activities and tasks children involved in, working environment and work regulations;
- ❖ To determine attitude of community members’ towards child labor and role of employers in the attraction of children to cotton-related activities;
- ❖ To find out the policy environment on children issues and the efforts made by the Government and NGO’s towards child labour; public awareness of the national law on child labour.
- ❖ To develop proposals and recommendations for employers and other stakeholders to combat the worst forms of child labor.

### **1.4. Geography of the survey and respondents**

#### **1.4.1. Geography of the survey**

The areas for conducting the survey have been selected by the following factors:

- ❖ These provinces have old traditions of cotton-growing;
- ❖ 52,6% of cotton planted areas of Azerbaijan are located in these regions;
- ❖ Socio-economic situation in the selected areas is more difficult than in the other regions of Azerbaijan;
- ❖ Finally, the project budget and human resources were sufficient to include only these areas.

In general, the study area included 44 villages located in 8 cotton producing regions. Undoubtedly, it is necessary to cover all cotton regions to get more detailed and comprehensive information about child labour used in the targeted sphere.

#### **1.4.2. Respondents of the survey**

Within the framework of the project, four respondent groups (employer, child, parent, and teacher) have been identified as follows:

1. Employers - landowners engaging in cotton production and farmers – 180 persons;
2. 5-15 and 16-17 age group children working in cotton production – 181 persons;
3. Parents of children working in cotton production – 181 persons;
4. School teachers working in the selected areas - 61 persons;

Regional distribution of the respondents was determined based on the volume of raw cotton over last two years. Number of the respondents in the first 4 regions which are biggest cotton producers is more than other 4 regions.

Different views on the similar problem were analyzed on basis of the obtained findings. One of the problems faced during the interviewing process was that because the respondents have never been interviewed before, and had no experience in participation in survey, some of them refused to answer.

### Employers

Employers – respondents have been selected among the Employers dealing with cotton production in accordance with the requirements of the survey. General number of employers – respondents made up 180 persons. According to the total population of surveyed regions, the number of respondents were determined as follows: in Sabirabad, Imishli, Agjabedi and Barda - 23 persons in each, and in Bilasuvar, Beylagan, Kurdamir and Ujar - 22 persons in each. Observation of the parity of the employers’ number with respect to children and parents arises from the effort to study employers’ attitude and approach on child labour.

### Children

Regional distribution of children – respondents has been carried out as for the employers. Only in Kurdamir region a child has been additionally interviewed. General number of child – respondents made up 181 persons.

Regional distribution of children for gender dimension and 5-15 and 16-17 age groups is shown in the Table 1.

**Table 1. Regional distribution of children for age and gender dimension**

№	Region	Number of respondents	Age groups and gender distribution of children			
			Girl		Boy	
			5-15	16-17	5-15	16-17
1.	Sabirabad	23	5	7	5	6
2.	Imishli	23	2	8	7	6
3.	Agjabedi	23	5	1	16	1
4.	Barda	23	5	8	1	9
5.	Bilasuvar	22	13	3	5	1
6.	Beylagan	22	4	4	7	7
7.	Kurdamir	23	1	13	6	3
8.	Ujar	22	3	7	3	9

### Parents

In selection of parents – respondents an initial request was to interview the parents of children who participated in the survey. But the selection process of parents was accompanied with some difficulties because some children lost both parents or didn’t live with their parents, finally some parents themselves refused to be interviewed. To overcome this problem the survey was conducted also among the parents of non-respondent children (20-25%).

General number of parents – respondents made up 180 persons.

### **Teachers**

Regional distribution of teachers – respondents was carried out according to the distribution ratio of other respondents. Only in Kurdamir region a teacher has been additionally interviewed. General number of teachers – respondents made up 61 persons.

## **1.5. Problems faced during the survey**

The first problem related to performance of the survey in non-cotton season was to find children working in cotton production. Because one of the most important requirements of the survey was to interview children engaged only in cotton-related work. As no cotton - related work was done during the survey period (20.01.2005 and 18.02.2005), children – respondents to be interviewed were looked for in schools and at home. In some cases some children avoided participating in the survey because of being uninformed about it at all.

The other problem occurred while interviewing employers. Because a great number of employers (71%) were aware on the legislation of Azerbaijan Republic on child labour, they informed that they don't use child labour, considering the survey a threat for their reputation in a certain way.

Also parents of some working children refused to participate in the survey that is why some of the parents interviewed in the survey are not related to the children selected for the interviews.

## **CHAPTER II**

### **AGRICULTURAL SECTOR OF AZERBAIJAN**

#### **2.1. Brief summary of agricultural sector**

The large part of cultivable lands in South Caucasus region falls to the share of Azerbaijan. That is why Azerbaijan is called as an agricultural country. Being the leading sector of economy the agricultural sector fell into decline as a result of social-political processes happened in the Republic at the beginning of the 1990s of the 20<sup>th</sup> century. The production volume of agricultural products reduced about 50% in the 1990 – 1996s.

But, this decline process was stopped and visible increase in production volume was achieved in the result of agricultural reforms implemented in the Republic during the forthcoming years. The production of monocultures determined by planned socialist economy system was substituted with increase of production meeting the market and population demands for compulsory foodstuffs, and serious structural changes have been made.

More than 40 legal-normative documents have been prepared for implementation of agricultural reforms in the Republic since 1995. 1979 collective and state farms, enterprises producing all agricultural products and foodstuffs, processing technical plants, rendering services has been determined to be privatized and shared among 869,785 household units consisted of 3,5 million persons. According to the Decree on Privatization, 97% of 1391,6 hectares land (or 1351,5 ha) was distributed among the population, and the rest 3% is planned to be dispensed in the near future.

It should be noted that the half of the population in Republic – 4,07 million people (48.6%) live in rural areas. Considering the close attitude of some part of urban population to the agriculture and its infrastructures it comes out that how important role the agriculture sector plays in the country economy. About 30% of the total economically active population is operating in agricultural sector. And this is the highest indicator as regard to the number the employed in different sectors of the country economy.

One of the most important priorities of the state policy implemented in Azerbaijan Republic during last 10 years is formulation of employment policy of the population and effective use of manpower. A special attention has been paid to the solution of employment and unemployment problems in order to achieve the normal activity of the labour market during last years.

The implemented measures and care to the entrepreneurship development plays an important role in the social-economic life of the country and creates strong base for development of agricultural sector which is a base of the economy in the regions.

#### **2.2. Cotton – growing**

After collapse of the Soviet Union, like all spheres of the economy of the independent Azerbaijan Republic, cotton industry went into a decline. The development dynamic of cotton growing sector in the country declined from its maximum level to minimum during the last 20 – 25 years. In comparison with the 1980s when in Azerbaijan more than 1 million tons cotton was being produced, in 2001 only 84,000 tons cotton was supplied. Until the national strategy of economic development formed, almost all economic sectors were developing by their internal resources. But, there are some sectors where the concrete state policy plays an important role in their development. Cotton production is one of such branches of economy.

It should be noticed that there were some people who referred the reason of the lack of product supply to the absence of market subjects. It means that, the entrepreneurs who cultivated cotton couldn't find markets for product realization. The reason of decline in cotton growing sector was the absence of infrastructure. At the same time thousands hectares of agricultural land became useful as a result of overflows during last years.

Due to the measures taken by the Azerbaijan government the development of cotton growing sector is being observed since 2003. According to the information of the Ministry of Agriculture in comparison with 2003, the cotton lands were extended and went up to 66,8 ha from 61,0 ha, and the production volume reached up to 99,500 tons from 80,400 tons in 2003. The productivity of cotton-growing also increased and 15 centner cotton was gathered from 1 ha in 2003 (this number made up 13, 2 centner in 2002). These indicators were still more in 2004: cotton was planted on the area of 77,900 ha and 135,700 tons raw cotton (36,100 tons more than last year being 17,4 centner from each hectare) was gathered and delivered to processing factories. Statistics of 2004 on cotton - growing including the regions targeted by the survey are given in the table below.

**Table 2. Statistic figures on cotton growing sector in 2004**

<b>№</b>	<b>Regions</b>	<b>Total area of harvest, ha</b>	<b>Gathered cotton, ton</b>	<b>Productivity, c/ha</b>
1.	Agjabedi	5709	8645	15,1
2.	Agdam	2096	3134	15
3.	Agdash	1021	1474	14,4
4.	Agsu	1200	2176	18,1
5.	Beylagan	4457	8704	19,5
6.	Barda	4722	8582	18,2
7.	Bilasovar	6714	11699	17,4
8.	Fizuli	1400	1475	10,5
9.	Goranboy	1760	2045	11,6
10.	Goychay	292	280	9,6
11.	Hajigabul	550	630	11,5
12.	Imishli	6255	10780	17,2
13.	Kurdamir	1804	2728	15,1
14.	Neftchala	5271	7851	14,9
15.	Saatli	14136	34349	24,3
16.	Sabirabad	9190	13213	14,4
17.	Salyan	3712	5745	15,5
18.	Tartar	2319	5832	24,1
19.	Ujar	1613	1280	7,9
20.	Yevlakh	1473	1792	12,2
21.	Zardab	2145	3200	14,9
22.	Ganja	36	71	19,7
	<b>Total:</b>	<b>77875</b>	<b>135685</b>	

As shown in the table cotton is planted in many regions of Azerbaijan Republic. The majority of lands suitable for planting are used for cotton-growing in these regions. Consequently, this branch of agricultural production holds a leading position there. The majority of the population residing in these regions is engaged in cotton growing, as it remains to be a main resource of population income. That is why, nevertheless this sector had a lot of negative changes, as decrease of productivity, use of hand work because of the lack of agricultural technique, drop in

sale prices of raw cotton and therefore minimum income level, and also hard and insufficient labor conditions, they are obliged to be engaged in this sector.

It is true that last years some cotton processing enterprises reorganized their operation and were reconstructed, as well as selling-price of raw cotton increased that caused the development of cotton production. But economic underdevelopment on the whole of the republic caused unemployment problems. As in many regions of Azerbaijan the high level of unemployment makes the population in the targeted regions to be engaged in cotton production.

### 2.3. Background on the areas of the survey

8 regions selected for conducting the survey are included in three economic – geographical zone of Azerbaijan Republic.

**Table 3. Distribution of selected regions on economic – geographical zones**

Shirvan	Garabag – Mil	Mugan – Salyan
Ujar Kurdamir	Barda Agjabedi Beylagan Imishli	Sabirabad Bilasuvan

Total area of these 8 regions amounts 11, 02 thousand square meters, and number of population makes up 839, 9 thousand people.

**Table 4. Distribution of selected regions for territorial area and number of population**

№	Regions	Area/ thousand square meters	Number of population (01.01.2005)/ thousand people	Including		Average number of family members
				male	female	
1.	Agjabedi	1,76	114,1	57,0	57,1	4,4
2.	Beylagan	1,13	81,9	40,5	41,4	5,5
3.	Barda	0,96	136,6	67,8	68,8	5,0
4.	Bilasuvan	1,40	81,3	39,4	41,9	6,0
5.	Imishli	1,82	109,1	54,4	54,7	5,4
6.	Kurdamir	1,63	98,4	48,8	49,6	4,8
7.	Sabirabad	1,47	143,8	70,9	72,9	5,3
8.	Ujar	0,85	74,7	36,8	37,9	5,3

Azerbaijan State Statistical Committee (24.02.2005)

In the framework of the survey children 5-17 age group were interviewed. Azerbaijan State Statistical Committee uses 6-9, 10-14 and 15-19 age limits for distribution of children on age groups. According to Azerbaijan Legislation, the involvement of 5-15 age group children in work is forbidden, 14-15 age group can be employed only if it is agreed with their parents. But, 16-17 age group children have the right to be involved in labour by their own desire. That is why, 5-15 and 16-17 age group children were identified for the survey. Though the 5-17 age groups were identified, the mentioned distribution of State Statistical Committee is also applied for the survey.

**Table 5. Distribution of population for 6-19 age groups and gender dimension in the selected regions**

№	Regions	Total/thousand people			Including					
					male			female		
		6-9	10-14	15-19	6-9	10-14	15-19	6-9	10-14	15-19
1.	Agjabedi	12,7	15,7	12,9	6,4	8,1	6,4	6,3	7,6	6,5
2.	Beylagan	9,3	11,3	9,1	4,8	5,7	4,7	4,5	5,6	4,4
3.	Barda	15,2	18,3	14,2	7,8	9,3	7,2	7,4	9,0	7,0
4.	Bilasuvar	9,8	11,9	10,2	4,9	5,9	5,0	4,9	6,0	5,2
5.	Imishli	12,1	14,4	12,0	6,3	7,4	6,1	5,8	7,0	5,9
6.	Kurdamir	11,2	13,1	10,7	5,8	6,7	5,3	5,4	6,4	5,4
7.	Sabirabad	17,1	20,0	16,3	8,6	10,2	8,2	8,5	9,8	8,1
8.	Ujar	8,4	9,3	7,9	4,3	4,8	4,0	4,1	4,5	3,9

Azerbaijan State Statistical Committee (24.02.2005)

In these regions children of 6-19 age group makes up 36% of total population. Age group ratio is: 6-9 age group - 11% of total population, 10-14 age group - 14% of total population and 15-19 age group - 11% of total population. Gender ratio is: 50.8% of total population of 6-19 age group is male and 49.2% is female.

Taking into account participation of students and teachers in the survey, Table 10 shows the number distribution of schools, students and teachers for 8 selected regions.

**Table 6. Information by the beginning of 2004/2005 academic year**

№	Regions	Number of schools of general education	Number of pupils/persons	Number of teachers/persons
1.	Agjabedi	62	24215	2636
2.	Beylagan	53	17985	1871
3.	Barda	74	28322	3583
4.	Bilasuvar	36	18353	1476
5.	Imishli	63	22156	1588
6.	Kurdamir	57	19873	1866
7.	Sabirabad	84	32292	2371
8.	Ujar	45	15084	1531
	<b>TOTAL:</b>	<b>474</b>	<b>178280</b>	<b>16922</b>

Azerbaijan State Statistical Committee (24.02.2005)

Pupils make up 21% of total population of these regions, teachers are - 2%.

On average, a teacher falls to the share of 49, 7 people and 10, 5 pupils.

Other interesting parameter is an employment distribution of these regions. So let's look at the number of unemployed persons in 8 provinces.

**Table 7. Regional distribution of unemployed persons**

<b>№</b>	<b>Regions</b>	<b>Number of unemployed persons</b>
1.	Agjabedi	147
2.	Beylagan	324
3.	Barda	4066
4.	Bilasuvar	687
5.	Imishli	387
6.	Kurdamir	698
7.	Sabirabad	543
8.	Ujar	835
	<b>TOTAL:</b>	<b>7687</b>

Azerbaijan State Statistical Committee (24.02.2005)

As shown in the table, total number of the unemployed in the selected regions constitutes 7687 persons that are 15% of total population. But it should be noted that State Statistical Committee indicated the number of the unemployed only officially registered in Employment Offices. According to experts this indicator in reality makes up 25-30% of economically active population of these regions.

## **CHAPTER III CHILD LABOUR IN AZERBAIJAN**

### **3.1. Children: demographic profile**

According to the information of State Statistical Committee, the total population of Azerbaijan Republic was 8,3 million at the beginning of 2005. Annual growth of population made up 82,000 persons, and it is considered the highest index for the last 9 years. During the year 131,100 infants were born.

In 2004, about 110,900 infants or 20% of total children in the 3-6 age group attended 1780 infant schools of the country. By the beginning of 2004/2005 academic year, about 1,6 million students were enrolled in 4544 day schools and 9 evening schools. Also 59 lycees and gymnasiums where more than 31 thousand students educated, have operating in the country.

### **3.2. Child Labour**

As in many countries of the world, the cases of child labour also occur in Azerbaijan. There are national, economic, socio-cultural and other factors among the reasons of child labour experienced in Azerbaijan.

According to the results of studies carried out by the various organizations engaging in child labour issues, the use of child labour has proved itself at higher level for the last 5 years. Although no direct study on child labour has been carried out, the other projects on child problems and situation of street children revealed the problem of wide use of child labour.

It must be noted that there is a great number of international and local organizations concerning with child problems in Azerbaijan. UNICEF, Canadian International Development Agency, World Vision, Save the Children, Baku SOS Children’s Village, Azerbaijan Children Foundation, Republican Children Organization, League of Children Rights Protection, as well as non-governmental organizations as “Umid yeri” (Spark of hope) and “Umidli gelejek” (Hopeful future) can be shown for example. Last years, UNICEF in association with the Ministry of Education and the Ministry of Youth, Sport and Tourism of Azerbaijan Republic has implemented 2 study projects on “Street children in Azerbaijan”. The study “Street children in Azerbaijan” conducted by UNICEF jointly with the Ministry of Education of Azerbaijan Republic in 2002 comprehended 180 children, as persons of small groups, from Baku, Sumgayit, Ganja and Guba. The main objective of the study was prophylaxis and prevention of this negative phenomenon, comprehensive analysis of “street children” phenomenon by means of identification of general, special, specific reasons for implementing measures of problem-solving concerned the negative results both for individual and society.

The other study “Street children” conducted by UNICEF jointly with the Ministry of Youth, Sport and Tourism of Azerbaijan Republic in 2003 comprehended 100 children in Baku.

Also Republican Children Organization conducted sociological survey among the children of refugees and internally displaced persons, deprived children and children of unprovided families. The survey was carried out among children in Baku, Sumgayit, Ganja, Lenkaran, Julfa and Sadarak. The main objective of the survey was to study general situation, to have a look at this problem and to research the methods of prevention of this problem. Actually report on the survey wasn’t presented for general public.

Besides, the representatives of foreign embassies operating in our country, companies and representative offices perform a number of measures concern child issues. It should be expressed

that although all studies and implemented measures touched upon child labour issues in a certain way, mainly they were intended to investigate the problems of street children.

In this respect, the development of this project directly aimed at studying child labour in agricultural sector, gains a big importance.

### **3.2.1. Cultural factors of use of child labour**

Cultural aspects can be expressed as one of the most important reasons of use of child labour in Azerbaijan. First of all, these specificities must be analyzed in the context of parent-child relations.

As known, the majority of Azerbaijan population is Moslems. One of the most important requirements of Islam, and national traditions is that the relations between parents and children in Azerbaijan society are built on implicit obedience of the latter to the former. In many Azeri families parents control their children during all their life and interfere in children's decision making process concerning their own lives. For example, parents take direct part in the issues on the future education, professional choice and marriage of children. In many cases, they do not take into consideration children's opinion and desire to make decisions regarding children's personal future lives themselves. Although this tradition is not applied to all Azeri families, such kind of situation can be observed in many families, especially in rural areas of Azerbaijan. Namely, the dependence of children on their parents in such a way plays a key role in their involvement in work at an early age. If the number of parents who send their children to work with the purpose of improvement of family welfare standards or for other purposes is relatively small, the cases of involvement of children in housekeeping and family economy are widely spread almost in all Azeri families. Indeed, such kind an activity of children is considered by parents as a normal occurrence. In many cases, parents think that it is very important factor for children to be attracted to labour at an early age in order to prevent their laziness in the future and habituate them to work. In rural areas, involvement of children in housekeeping and family economies is also considered to be a main criterion for feeling affection towards home, native land and Motherland.

So, one of the reasons of involvement of children in work at an early age is customs and traditions existing in family.

### **3.2.2. Economic factors of use of child labour**

Of course, every parent is responsible to create a favorable condition for his child to get secondary and higher education in order to find a worthy job in the future and provide living standards. In this respect, economic condition of a specific family plays an especial role. So, today economic standards of many Azeri families don't enable children to receive either higher education or at least secondary education.

Poor economic conditions, most likely living standards of population are considered another main reason of involvement of children in work. Decline in national economy since Azerbaijan gained its independence, had a negative impact on living standards of population. While in soviet period, earnings of head of family was sufficient to provide the family, today family can not be provided by wages even of several members of family. That is why sending children to work and getting an additional profit this way seems a way out for the family.

So, at the present time the use of child labour in order to improve family status are very spread in Azerbaijan.

### **3.2.3. Specific aspects of use of child labour in cotton production**

This aspect means that use of child labour depends on specificity of any work. Within the framework of this survey one of the reasons of child labour was described as a specificity of cotton production. Referring to interviews and personal conversations with employers – respondents, targeted by the survey, it became evident that child labour was more used in thinning and weeding out processes of cotton growing.

The specificity of these processes is that workers have to work in a bending down position by hand. Adult people are not able to work in such a position for a long time and get tired quickly, that is why child labour is used in these work processes. Children, who are shorter than adults, are able to see the roots of cotton bush better and weed out them easily. And this experience peculiarly enables to increase speeding-up of the process and improve work quality.

The other specific factor is related to cotton gathering. This process requires raw cotton to be gathered for a short time. To avoid the risk of product losses in case of change of weather and harvest process delay, the efforts of all people not depending on their age and profession are mobilized. So, cotton production is considered to be a mass work. In soviet time attraction of students of secondary and higher schools to cotton gathering at the national level serves as an example to the mentioned one. Employer, who comes to an agreement with the head of family on work obligations, requires from other party to complete the harvest process in the possible shortest time. In this case, in order to get more profit the head of family tries to manage the work without support of any strangers, involving family members in labour, including children regardless of their age.

As is shown, specific factors of agricultural and economic spheres play a certain role in attraction of children to labour.

### **3.2.4. Factor of indifference of use of child labour**

In many cases, attraction of children to labour is caused by the indifference of both parents and employers to the issue. In some families parents are not interested in the ways their children spend time or their daily activities. Part of these children faces a problem to find the work for provision of their financial need. Otherwise, they are detained for mendicancy or stealing by legal – administrative bodies, which make them come back to their families, or deliver to boarding schools, and finally, send to reformatory colonies.

Employers have a particular role in the attraction of the mentioned children group to work. They explain this fact as a positive step, as if they do fair deeds with respect to children for the purpose to hold them away from faulty actions, to provide their daily expenses, etc. However, it's necessary to remark that a majority of employers isn't interested in reasons why a child doesn't go to school or doesn't continue education.

## **CHAPTER IV LEGISLATION**

Since Azerbaijan gained its independence legislation on the rights of children has been essentially improved in a result of legal reforms performed in the country.

### **4.1. International law**

Azerbaijan Republic joined UN Convention on “The rights of children” as early as in July 21, 1992, and also on April 2, 2002, the Protocol on “Child trade, child prostitution and child pornography” of UN Convention on “Human Rights”, on January 13, 2004 – ILO Convention No. 182 on the worst forms of child labour (including Recommendation No. 190) and ILO Convention No. 138 on the minimum age for admission to employment, on March 30, 2004 - UN Convention on “Children’s protection and cooperation on intergovernmental adoption”. Since then, a lot of work has been done to ensure compliance of national legislation with the provisions of UN Convention and other international standards.

ILO Convention No 138 (1973) and Recommendation No 146 applies to all economic spheres and to all working children. It provides the most comprehensive definition of minimum age for admission to employment. According the convention provisions the minimum age for employment must not be less than the age of completion of compulsory education and must not be less than 15 years. ILO Convention No 138 also sets a higher minimum age of 18 for hazardous work which harms the health, safety and moral development of children.

ILO Convention No 182 (1973) and Recommendation No 190 adopted in 1999, defines the worst forms of child labour including: 1) all forms of slavery or practices similar to slavery such as the sale and trafficking of children, debt bondage, forced and compulsory labour, recruitment of children for use in armed conflict; 2) use of children for the purposes of prostitution and pornography production; 3) work which harm the health, safety and morals of children. The Convention requires member States to determine dangerous types of work and to take immediate and effective measures to provide prohibition and elimination of the worst forms of child labour.

Ratification of these Conventions has provided a stimulus to improving national legislation on child labour. New Labour Code, Civil Code, Code of Civil Procedure, Family Code and other codes, as well as standard acts and protocols stipulating children’s rights have been adopted.

### **4.2. National legislation**

The Law of Azerbaijan Republic on “The rights of children” adopted in May 19, 1998, specifies the rights and freedoms of children, main principles of state policy in this area, obligations of state bodies, physical and juridical persons in children’s protection sphere.

In accordance with the principles of international legal norms, national legislation of Azerbaijan Republic stipulates that persons under the age of 18 (unless the age of majority) not reaching full capacity for work, are considered children. The Law establishes equality of all children and prohibits discrimination on any basis.

The state legislation regulating the role and participation of children in society, their rights to education, work, rest, as well as their protection from exploitation and negative affects, meets the requirements of international law and principles. The legislation stipulates that children have labour rights in accordance with their age, health, education and vocational training. Conditions

and principles of meeting their labour rights is provided by labour legislation of Azerbaijan Republic.

The 16 Article of Labour Code of Azerbaijan Republic prohibits in labour relations discrimination of employees on any basis not depending on labour results. However, benefits and additional compensation provided in labour relations for invalids, women, other vulnerable groups, including children are not considered discrimination.

The Labour Code of Azerbaijan Republic specifies provision of a number of benefits, advantages and additional compensation in labour relations for persons under the age of 18. The Law names the workplaces where child labour is prohibited, provides the shortened working-day, concessions in salary payment, and prohibits recruitment of children night time, at weekends, overtime work and business trips.

The 248 Article of Labour Code of Azerbaijan Republic stipulates that persons under the age of 18 cannot be refused in employment because of being an underage or low professional and labour skills.

The 16 Article of the Labour Code of Azerbaijan Republic generally prohibits the employment of children under the age of 15. With the consent of their parents or persons substituting for them children of 14 or older are permitted to be engaged in their free time in easy work that is not harmful to their health.

The Article 91 of the Labour Code of Azerbaijan Republic provides short working time for children under the age of 16 and prohibits their employment more than 24 hours a week, and children of 16-18 age group are not allowed to be engaged in economic activity more than 36 hours a week.

The provision of labour legislation concerning employment of children are legally binding for employees. In connection with the Law of Azerbaijan Republic on “Ratification of Europe Social Charter” adopted on the 6 of January of 2004, newly developed norms in the sphere of labour rights and relations of children have been adopted.

New amendments made to the Labour Code on September 1, 2004, stipulate that the time of vocational training of children should be considered by employers as labour hours. These amendments also widen the range of clauses which prohibit selling tobacco and alcohol to children, attracting children to laborious and harmful work, including underground tunnels, mines and other underground jobs, as well as in the job places negatively affecting their morale such as night clubs, bars, casino, and also production, transportation, sale and reservation of alcohol and tobacco, drugs and narcotic preparations. Moreover, they specify that the persons under the age of 18 to whom the compulsory education is applied, are not allowed to deal with work depriving them from the opportunity to complete their education (These amendments came into force from 14 September, 2004).

It should be noted that the national legislation specifies some norms related to the protection of children’s health in workplaces. This includes regular medical examination.

According to the legislation of Azerbaijan Republic, the list of jobs where child labour is prohibited was approved on January 24, 2000 by the relevant executive body – the Cabinet of Ministers.

In order to guarantee that these and other provisions on child labour are met, the State Programmes have been adopted. They mainly focus on implementation of state policy in children’s issue, improvement of effectiveness of the performed actions, provision of children’s rights and favorable environment for moral, physical and behavioral development, their developing as a worthy man.

One of the main goals of State Programme on “Improvement of children’s upbringing and education and protection of their rights” (June 22, 2000) and of the Action Plan on “Solving of the problems of homeless and street children” (April 14, 2003) is to combat child labour.

The Action Plan includes that the relevant state bodies should strengthen control of child labour regulations, coordinate activities of government and non-governmental organizations in elimination of the worst forms of child labour, conducting awareness - raising and educational activity among the population on challenges of child labour.

## **CHAPTER V METHODOLOGY**

Special attention was paid to some matters in the methodology with a view to realize this study on a high level. In order to collect of the quantitative and qualitative information required for reaching the objectives of the study various data collection methods were used.

The data collection methods included key informant interviews and discussions, observation, individual interviews and conversation with children, employers, parents and teachers, questionnaires and information recourses.

The most useful methods were the interviews and conversation which held particularly with each informant groups. These methods gave an opportunity to get desirable information and to facilitate free conversation.

The questionnaire method was also very important tool for the collection of necessary information. In the design of the questionnaires the experience of other countries as Turkey, Russia and Romania was applied and agreed with ILO experts. The tool of the survey included the questions directed to the collection of comprehensive information on use of child labour for achieving the objectives of the study.

Different national-psychological and mental factors were considered in preparation of survey questionnaires and in choice of questions in accordance with an acquired experience. The questions of survey questionnaires for children were easy and apprehensible. Survey questionnaires for employers had not also any “sabotage” questions, which would interrupt their participation in the survey. Some questions were asked to all respondent groups with a view to know the opinion of different respondent groups on identical matter.

Considering the main objective of the survey and a small number of survey participants, the main requirement in a choice of employers and children-respondents was their activity in cotton growing.

In order to train interviewers group the number of meetings and discussions on conducting survey was organized. The interviewers who conducted the survey have passed the pretests.

The survey area has been predetermined by experts. It included eight regions of Azerbaijan Republic (Bilasuvar, Sabirabad, Imishli, Ujar, Kurdamir, Agjabedi, Barda, Beylagan). The survey was conducted in 44 villages of the mentioned 8 provinces. These regions are specialized in cotton production. 602 respondents including 180 employers, 180 parents, 181 working children and 61 teachers have been questioned. Gender parity among the children 5-15, 16-17 age groups was observed.

Regional distribution of the respondents was determined for the volume of raw cotton produced over the last two years. The number of the respondents in the first 4 regions (Sabirabad, Imishli, Agjabedi, Barda) which are the biggest cotton producers is more than other 4 regions (Bilasuvar, Beylagan, Kurdamir, Ujar).

According to State Statistical Committee in 2004, in Azerbaijan, 29-31 % of rural population that constituted 4, 01 million persons (48.5% of total population), are children aged 5-19 and youth (though the survey was conducted among the children in 5-17 age group, official statistics have been taken from the break down of population on 5-9,10-14 and 15-19 age groups). At the same time interviews have been conducted among only those children who work in cotton production. Because cotton industry has fallen into decline over last years and only local population were engaged in cotton production, mainly, local children were questioned during the

studies. Only 6 respondents (3.3% of total respondents) belong to the families of refugees and persons internally displaced in the result of the Armenian aggression.

Survey among employers and teachers was carried out for the most part at their workplaces. Absolute majority of parents answered the questions of interviewers at home. The researchers had to look for children in the different places including schools, streets and home. Being aware on the legislation of Azerbaijan Republic on child labour some employers were insincere saying that they don't use child labour. This problem was facilitated by the assistance of AEC regional representatives who are well informed about the situation on the grounds. In some cases children and parents avoided from participation in the survey being uninformed about it at all. Applying patience and diplomacy the researchers had to work for long hours and explain the objectives of the survey.

Statistics and other relevant data were investigated and used. Using the archive files of Azerbaijan State Library, various articles and publications on child labour issues for the last some years were found and copied. The national legislation on children issues, International Documents including ILO Conventions No. 182 and No. 138, UN Convention on “Human Rights”, and etc. has been studied and discussed with the legal experts. As well as, Internet resources were used in selection of the relevant information.

In order to get more detailed information on the issue, to know past efforts made towards to child labour and to clear up the general picture of child labour situation in Azerbaijan, the number of meetings with the representatives governmental and non-governmental organizations, international organizations dealing with children problems were held.

The data obtained during the survey have been processed with SPSS and Microsoft Excel Programmes. The items of questionnaires were serially entered and encoded according to the programmes. SPSS Programme mainly was used for crossing analysis of information data. All data has been entirely verified before their programming. The similar answers to the open questions were synthesized in order to simplify information analysis.

In order to reach the objectives of the study activities performed are as follows:

- ❖ Study of demographic and socio-economic profile of respondents;
- ❖ Study of cotton sphere in general and identification of employers using child labour, their attitude to the issue;
- ❖ Determination of attitude of the parents of children involved in cotton-related processes;
- ❖ Identification of reasons of children for being involved in cotton-related processes;
- ❖ Definition of attitude of the teachers to child labour issue;
- ❖ Clarification of level of education and medical service for children, labour hours arrangement, living and work condition, payment of children working on cotton plantation, types of activity performed by children;
- ❖ Identification of risks caused by child labour.

Information recourses of the study are as follows:

- State Statistical Committee of Azerbaijan Republic;
- ILO Conventions No 138 on Minimum Age and No 182 on the Worst Forms of Child Labour;
- Legislation of Azerbaijan Republic on child labour;
- Interviews with state officials and representatives of public sector dealing with children problems and child labor issues;

- Information and reports of international organizations engaged in the area of children’s problems in Azerbaijan territory and local non-governmental organizations;
- Inquiry (602 respondents);
- Mass Media.

## CHAPTER VI RESPONDENTS: EMPLOYERS

First of all, any entrepreneur regardless of whether he rented the land or the land belonged to the state property, was considered an employer. Employers were asked to take part in the survey irrespective of whether they used child labour or not. So, 20% of employers interviewed said that they didn't apply child labour at all, 52% of them resorted to labour of children under the age 5-15. Within the framework of the survey, attitude and relation of employers towards child labour was investigated on the whole. It should be said all employers interviewed are engaged in cotton production.

Demographic profile: In the survey, 180 employers engaged in cotton industry from Bilasuvar, Sabirabad, Imishli, Ujar, Kurdamir, Agjabedi, Barda, Beylagan regions of Azerbaijan were interviewed. Regional distribution of employers – respondents is as follows:

**Table 8. Regional distribution of employers – respondents**

№	Region	Number of respondents
1.	Sabirabad	23
2.	Imishli	23
3.	Agjabedi	23
4.	Barda	23
5.	Bilasuvar	22
6.	Beylagan	22
7.	Kurdamir	22
8.	Ujar	22

All respondents – employers reside on the territories which belong to their own land or rent it. 11% of respondents are women and 89% are men. According to the form of ownership criteria the majority of the enterprises managed by the respondents (employers) are private (local) enterprises (87%). In this distribution, foreign private enterprises make up 1%, joint enterprises – 6%, state enterprises – 2%, shared (private and state) enterprises – 4%.

Number of seasonal and permanent workers in these enterprises is different. The enterprises where the number of permanent workers is 1-9 people, constitutes 73%, the enterprises with 10-25 permanent workers are 21% and the enterprises with more than 25 permanent workers are 6%. Distribution on the number of seasonal workers is as follows: enterprises with 1-9 seasonal workers – 47%, 10-25 persons – 44%, more than 25 persons – 9%.

Education: Education level of the interviewed employers was defined as follows:

Uneducated/but can write and read – 1%

Secondary education – 34%

Vocational education – 31%

Higher education – 33%

Other – 1%

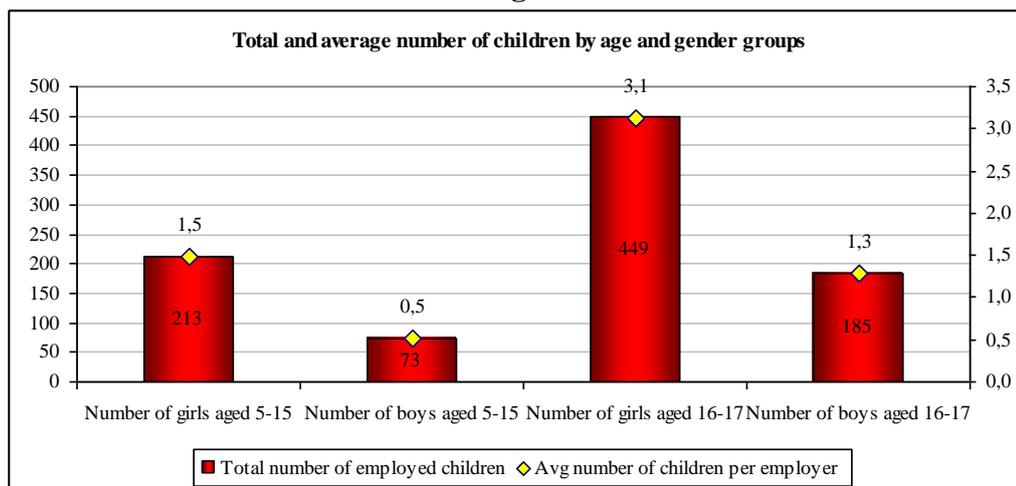
2% of respondents (employers) are included in 18-29 age group, 46% in 30-45 age group and 52% - more than 45 ages.

Employment: In spite of the general disapproval of child labour by interviewed employers, the existence of child labour problem in these regions has been proved. 20% of respondents (employers) interviewed said that they don't use child labour. It was clear that 48% of

respondents use labour of the children in the age group 5-15, 74% use labour of the children in the age group 16-17 in cotton-related activities.

According to the answers of respondents (employers), 920 children are engaged in cotton-related economies managed by 144 employers on the whole (average 6, 4 children in each enterprise). 23% of children engaged in economic activity are girls in the age group 5-15, 8% are boys in the age group 5-15, 49% are girls in the age group 16-17, and 20% are boys in the age group 16-17. As shown, in both age categories girls make up the majority. It is important to mention, that although male children engaged in cotton related work constitute minority, they are also engaged in some other spheres of agriculture as livestock, arable farming and etc. (Diagram 1).

**Diagram 1.**



Within the survey, the methods and ways of involvement of children in economic activity have been also investigated. According to the survey findings, the majority of children in both age groups (5-15 and 16-17 age groups) were employed by the requests of their parents: percentage rate is 73% in 5-15 age groups, 51% in 16-17 age groups. An interesting fact became obvious that 40% of 16-17 age group children and 20% of 5-15 age group children wanted to work themselves.

Work regulations: There was defined that the seasonal factor plays an important role in employment of children.

Within the framework of the survey daily and monthly working time of children has been determined. According to the employers’ replies children’ working time is as follows:

Daily working time:

5-15 age group

-1-2 hours per day – 12%

-half day – 7%

-part time – 64%

-full time – 17%

-more – 0%

16-17 age group

-1-2 hours per day – 11%

-half day – 10%

-part time – 51%

-full time – 27%

-more – 1%

The obtained answers show that child labour situation in these areas is terrible. Even not taking into consideration of the age limit, engaging children in economic activity for full time or more contradicts Child labour legislation of Azerbaijan Republic and international standards. An unawareness of employers in this sphere or their indifference to the issue creates conditions for the use of child labour.

Monthly working time of children is defined by employers as follows:

5-15 age group

- one day per week – 6%
- few days per week – 53%
- every day (except days off) – 33%
- all days – 8%

16-17 age group

- one day per week – 2%
- few days per week – 49%
- every day (except days off) – 34%
- all days – 15%

The work of children without weekends and holiday in some cases must be considered as a painful situation on the whole.

Payment:

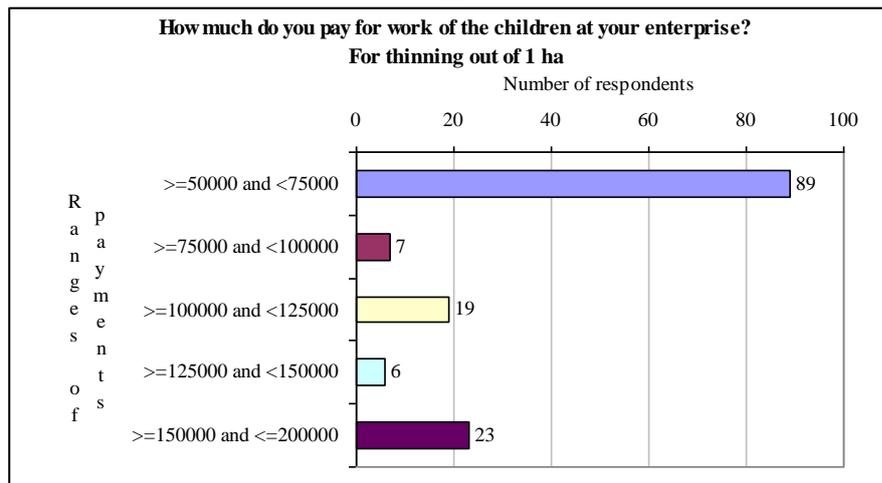
In some cases, the salary for the labour of children is paid not directly to children themselves, but to their parents. First of all it can be explained by the fact that employers in cotton production make agreements with the head of family.

From other side it was defined that child labour is especially used in thinning out, weeding and gathering processes of cotton production, and the payment for these actions is different with regard to employers and regions.

Salary payment:

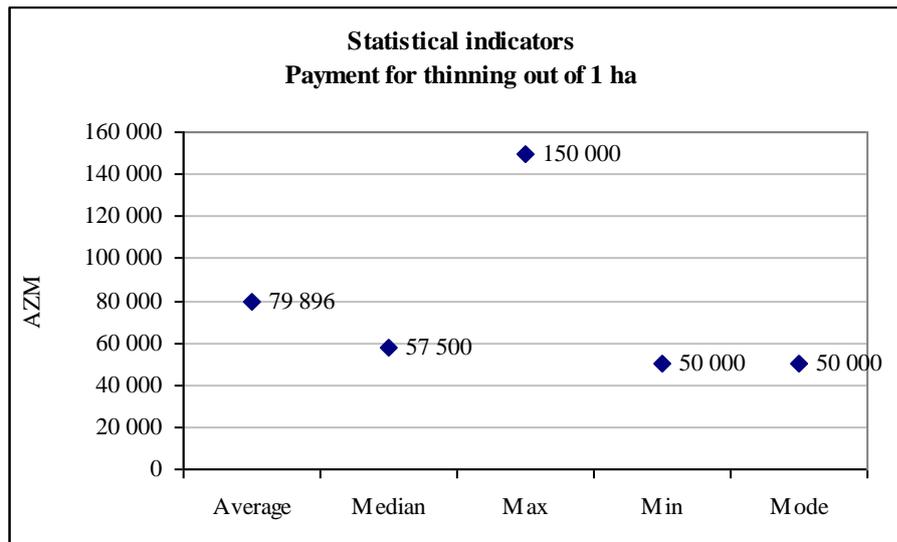
- for thinning out of 1 ha – 50 000-100 000 manat (10,4\$ - 20,8\$) (Diagram 2, 3.)

**Diagram 2.**



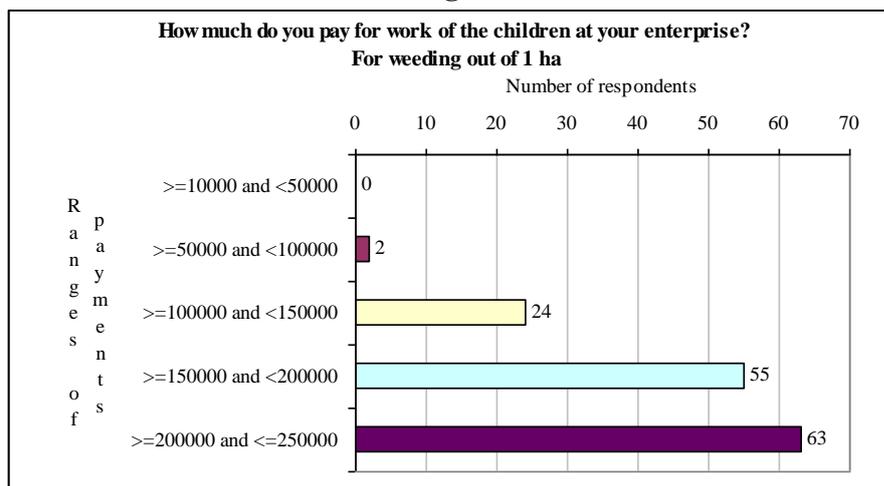
<sup>1</sup> Exchange rate: 1\$ = 4800 AZM

**Diagram 3.**

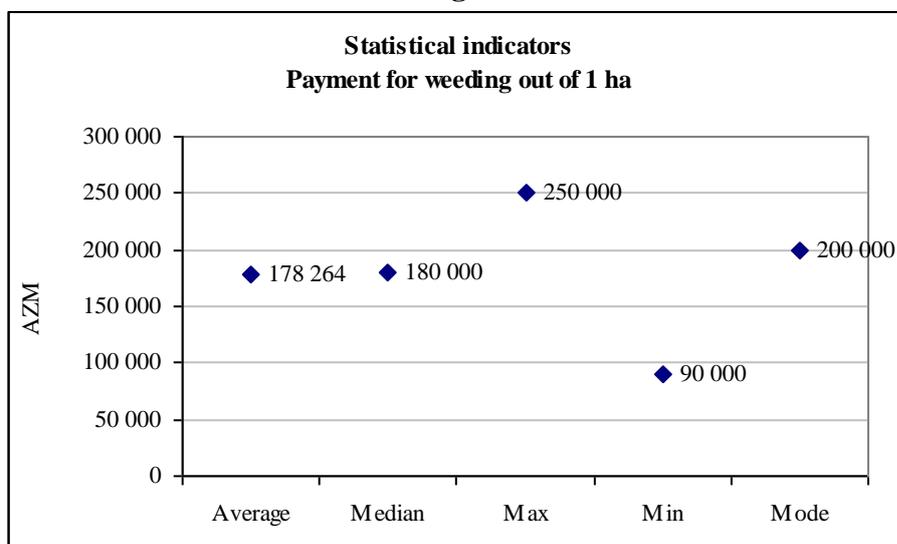


-for weeding of 1 ha – 90 000-250 000 manat (18,8\$ - 52,08\$) (Diagram 4, 5)

**Diagram 4.**

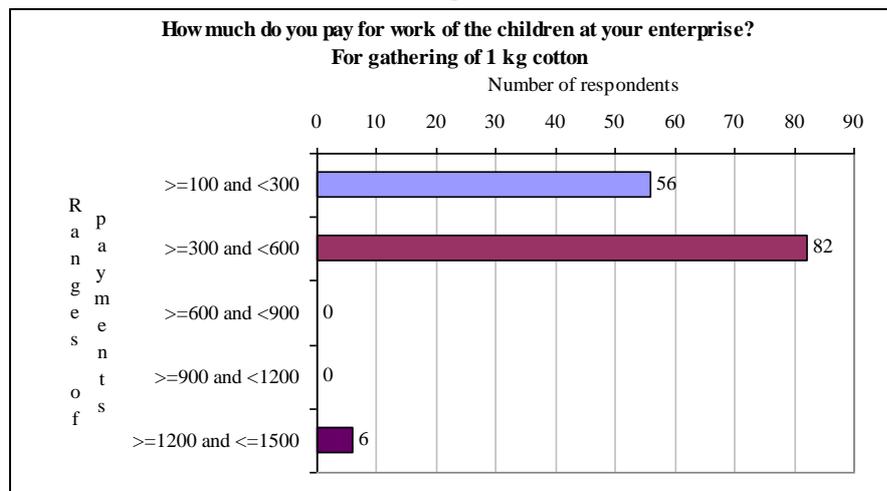


**Diagram 5.**

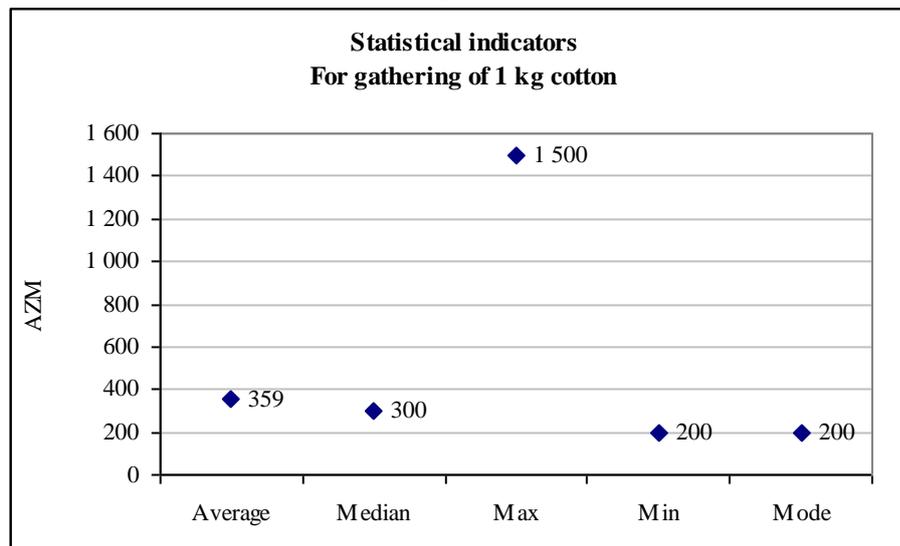


-for gathering of 1 kg cotton – 100-1500 manat (0,02\$ - 0,3\$) (Diagram 6, 7)

**Diagram 6.**



**Diagram 7.**



According to the findings of the survey, 42% of employers make some concessions to children in salary payment, 52% of them don't do any privileges to children. Among the privileges made by employers, salary payment equally with adults (37%) can be noted. The providing additional compensation for children is on the second place (35%).

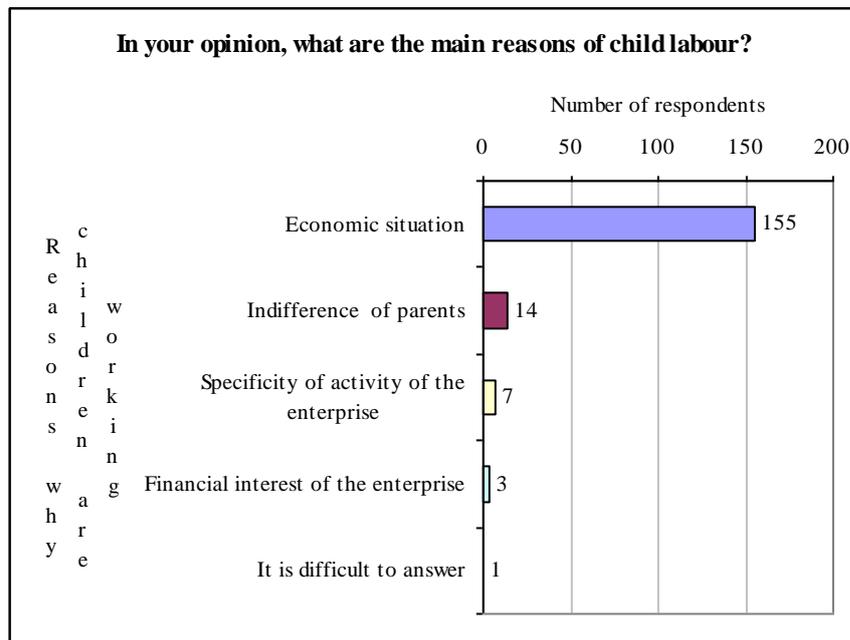
Other privileges: more rest and breaks – 8%, extra salary paid – 8%, work less than adults – 7%, no hard work allowed – 3%, paid more than adults – 2%. About all respondents (employers) said that children are engaged only in physical work.

Attitude to child labour: The majority of respondents –employers (52%) have given a negative answer to the question “Should children be engaged in economic activity?” and shown their negative attitude to child labour. 31% of respondents (employers) answer in the positive to the same question, 14 % of them evaded this question.

With regard to this question the majority of employers (86%) explained reasons of use of child labour with underdevelopment of economy. 8% of respondents (employers) emphasized that the

indifference of parents has an important role in this sphere. 4% of respondents stressed specificity of enterprises, and 2% - economic interests of enterprises. Only one respondent found difficulty in answering this question (Diagram 8).

**Diagram 8.**



60% of respondents (employers) who said their negative attitude to child labour (41%), as a main reason, expressed being children uneducated, 37% - negative impact of labour to children’s health. 70% of respondents (employers) who said their positive attitude to child labour (36%), as an important factor, expressed getting children accustomed of working, 14% - contribution to family income, 9% - getting children used of earning their living, 5% - way of spending time. A group of respondents (employers) (23%) had difficulty in answering this question. 61% of these respondents noted that children will benefit more from continuing their education, and 15% said that children will get more the better from engaging in economic activity than schooling.

In spite of the majority of respondents (employers) (71%) are well informed about the Legislation of Azerbaijan Republic on Child Labour, 98% of them expressed their desire to increase and improve their knowledge in this sphere.

## CHAPTER VII RESPONDENTS: CHILDREN

Demographic profile: Regional distribution of children participated in the survey is given in the table below:

**Table 9. Regional distribution of children – respondents**

№	Region	Number of respondents
1.	Sabirabad	23
2.	Imishli	23
3.	Agjabedi	23
4.	Barda	23
5.	Bilasuvar	22
6.	Beylagan	22
7.	Kurdamir	22
8.	Ujar	22

In the survey, 181 respondents (children) were interviewed, 88 persons or 49% of them were children under the age of 5-15 group, 93 persons or 51% children under the age of 16-17 group. 49% of respondents were female (43% of them in the 5-15 age groups, 57% of them in the 16-17 age groups), 51% were male (54% of them in the 5-15 age groups, 46% of them in the 16-17 age groups). The majority of respondents (children) were born in their resident territory. According to the survey findings, 85% of children interviewed go to school, and 15% have completed secondary education.

Family and provision: 87% of children interviewed have both parents, 11% have one parent. Only 2% of them have lost both parents.

85% of children - respondents live with both parents, 9% live with mother, 4% live with father, 1% live with relatives, and 1% chose the answer “other”.

For the number of family members, respondents are divided into 9 groups with 2 persons at minimum and 10 persons at maximum. In this distribution, total number of family members makes up 904 persons. Rate of families with 4 members is 29%, with 5 family members - 30% , and with 6 family members - 22%. According to the children – respondents, 5 family members fall to the share of each family on average.

Referring to the answers of children, there was identified total 531 children for 181 families 275 of the children were male and 256 - female. The conclusion can be drawn from here that 2,9 children fall to the share of each family according to the number of respondents.

Despite there was defined that the number of family members are 904, only 33% of them are employed.

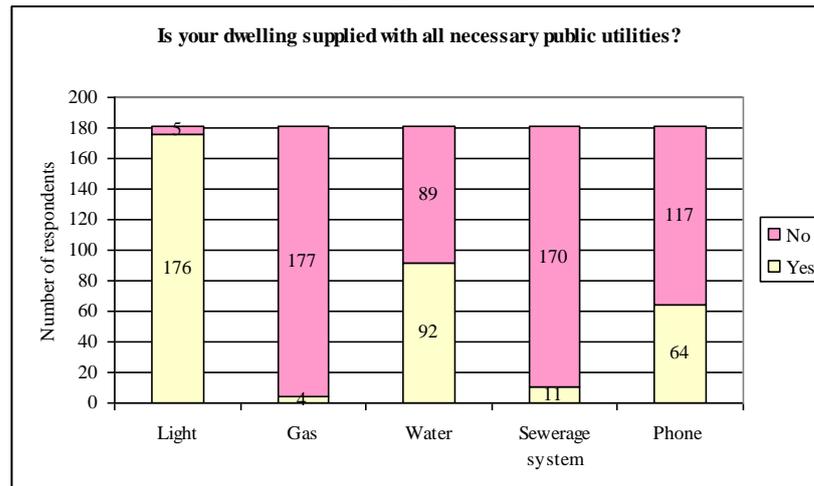
According to the answers to the question “Who overtakes the expenses of your family?”, 2% of the employed members of family are children. Rate of other answers related to the family providers is as follows: father and mother – 42%, only father – 39%, only mother – 10%, relatives – 1%, others – 6%.

Living condition: The living condition of children interviewed has been investigated in the framework of the survey. The majority of children – respondents or 92% live in families which

have private property with a family plot. 4% of children live in families which have private property in block of flats, 3% in temporary residence.

There it was observed more painful situation related in providing children residences with the necessary public utilities. As, 3% of respondents are not supplied or have the problems with electrical energy, 49% - with water, and 98% are not provided with heating system (gas), 94% - with sewerage system, 65% - with phone at all. Only one child from the total number of respondents was supplied with all necessary public utilities, 2 children enjoy all public facilities except telephone communication. All these facts show that children live and work in very heavy conditions that have a negative impact on their health and future development (Diagram 9).

**Diagram 9.**



**Education:** One of the main problems of engaging children in economic activity is related to their education: it suffers from child labour. Cotton-related work starts from March and lasts to nearly December. With the exception of summer holidays of children, they didn't attend schools during other months. Involving children in the work processes beginning from March, especially in cotton gathering in September-November have a negative impact on the level of their education. So, 15% of children-respondents said that they have never attended school (11% is under 5-15 age and 89% is under 16-17 age). 38% of children aged 5-15 (58% are female and 42% male) and 26% of children aged 16-17 (58% are female and 42% male) attend school and work at the same time. It proves that engaging children in cotton-related work during schooling period draw them away from the education.

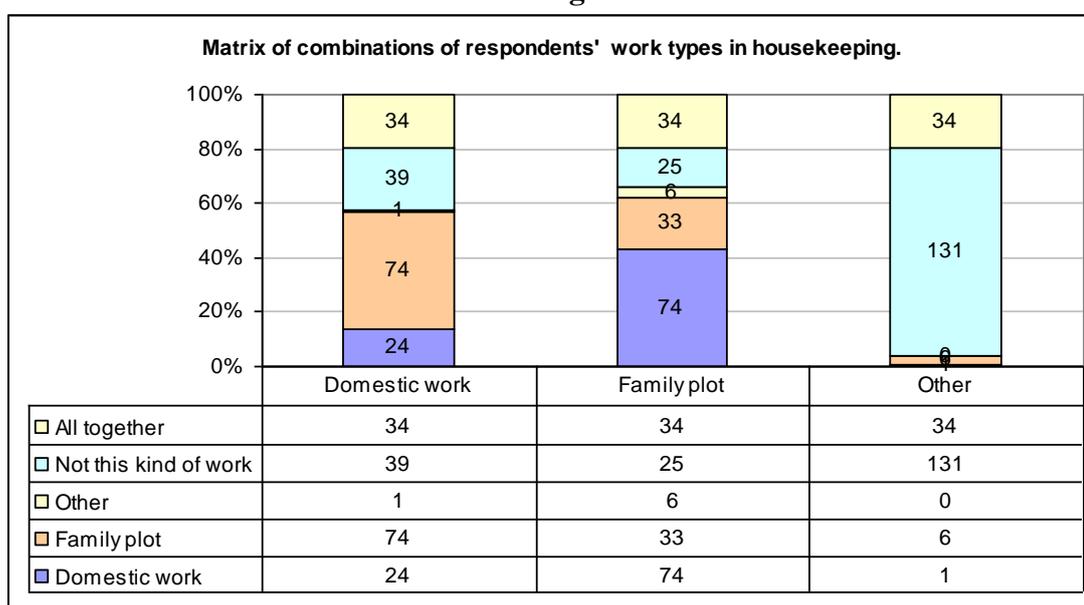
According to 50% of children-respondents, no engaging in cotton production, and to 65%, no housekeeping impedes their schooling.

**Employment:** The involvement of children in economic activity related to cotton production occurs through the different ways. In many cases, children are attracted to work by their parents. They make up 65% of total number of children working in cotton production in the selected areas. According to the survey 28% of them find a job independently, 6% - through their friends, and 1% through other ways. According to 97% of children-respondents, they are involved only in physical labour in cotton production. 3% of them said that (one person in 5-15 age groups, 3 persons in 16-17 age groups) they are engaged in intellectual work on cotton production. While questioning children about the reasons of their working, 82% of respondents replied that the reason is poor financial condition of their families. The answers of respondents demonstrate insufficient economic situation in the regions. According to interviews 10% of children work to provide their needs, 2% to get professional experience and skills, 2% chose "other" reasons, and 4% found difficulty to answer.

Work condition: By the survey there was investigated the age of children when they started to work. The minimum age of children when they started to engage in economic activity is 8 years old; the maximum age is 16 years old. An average age of children for stating work is 12,2 (for boys 12,3 years old and for girls 12,1 years old).

Rate of the involvement of children in housekeeping was also defined by the survey. According to the respondents, 95% of children are engaged in housekeeping. By gender distribution, 49% of respondents are female, 51% are male children. By the kind of activities concern housekeeping (domestic or everyday work, family economy and others), the distribution is as follows: 20% are engaged in all types of housekeeping, 14% - in domestic work, 20% - in family economy. If we look through this question from the other hand, the answers to it can be sound so: 20% is engaged in all types of housekeeping, 43% in domestic work and family economy, 1% in domestic work and others, 3% in family economy and others (Diagram 10).

**Diagram 10.**



Note: Intersections of work types defines combinations. For example: 74 respondents do domestic work and family plot, while 1 respondent does domestic work and other work. In this case 24 respondents do domestic work only. "Not this kind of work" means that respondent does not do this type of work at all, e.g. 39 respondents do not do domestic work, 25 - family plot work, etc.

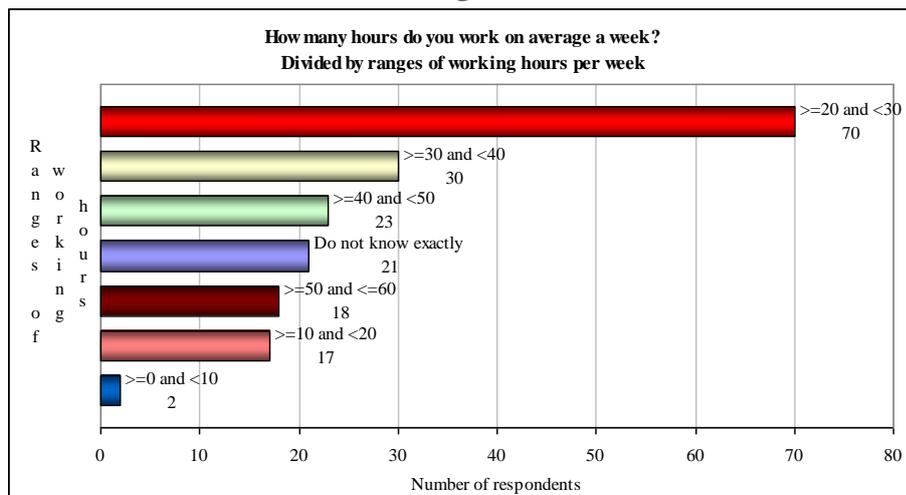
The children-respondents appreciated their work condition. When children reply the question “What conditions do you work under?” they gave a neutral answer and 95% of them said that they are engaged “in economy activity”. Concerning the rest of children, 1% of them works in dusty and noisy condition and 4% in other work.

The survey also gives the clear picture of relations between children and employers, where 86% of children-respondents are satisfied with their employer and 14% are not pleased with him. The children who gave an affirmative reply to this question explained their satisfaction with well-timed salary payment (33%). 17% of them said that the employer is parent or relative. 17% of respondents appreciated the employer at his true value calling him “a good person”. 84% of the children who are not satisfied with their employer regarded the reason with the low level of salary. 12% of respondents estimated the employer as a harsh person.

**Work regulations:** Taking into consideration of the seasonal character of cotton production and engaging children in specific types of cotton-growing, the working hours of children have been studied in the framework of the survey. 3% of children are engaged in regular work processes, 81% are engaged depending on seasonal work, 15% - sometimes (periodically), 1% - in other cases.

Moreover, there have been determined working hours of children on average a week. This number makes up 30,2 hours a week (30,7 hours for children in 5-15 age group, 29,7 hours in 16-17 age group). While studying these parameters it has been defined that average working hours of female children a week (32,7 hours: 36,8 hours in 5-15 age group, 29,9 hours in 16-17 age group) is more than male children (27,8 hours: 26,6 hours in 5-15 age group, 29,3 hours in 16-17 age group) (Diagram 11.).

**Diagram 11.**



**Salary payment:** According to the survey the labour of 87% of children-respondents is paid by their employers. 9% of them had difficulty to answer this question. 4% of respondents said that their labour is not paid by employer. Regarding to the children who are not paid or had difficulty to answer, there has been determined that the employer is parent or relative.

The investigations to identify on what children spend their salary were carried out and the following findings obtained: 52% of respondents give salary to their parents, 32% give the part of salary to their parents, and other part spend on themselves, 11% of children spend salary only on themselves, and 5% on “other actions”.

**Risks:** Children engaged in cotton growing face serious physical and physiological risks during work. First, they based on carrying heavy loads of 40-70 kg. by children during cotton gathering process, application of pesticides in cotton production, risk to meet poisonous snakes and scorpions because cotton is usually planted on arid lands and etc.

Within the survey there have been studied the issues on getting of children injuries or sickness during work process. It is notable fact that only 3% of children got injuries or fell ill during their employment.

**Health:** Children were questioned about their health and the level of medical care rendered to them. The sick rate among children working in targeted areas is as follows: 75% of children fall ill sometimes, 6% - often, 12% never take ill. 7% of them had difficulty to answer. The majority of respondents (94%) regarded the reasons of their illness to cold weather conditions. It can be explained with changeable climate of Azerbaijan during the last years and the problems observed

in the sphere of energy and gas supply. Cease of gas supply in regional areas and long – term breaks in transmission of electrical energy result threat for children’s health. At the same time, according to the statistics, infectious diseases were widely spread in these regions during the last years. According to the survey findings, 2% of the total number of children-respondents got physical injury during their employment.

It is fine to note that children, injured or fallen ill, were rendered medical cure. But when we went through investigations in more detailed manner, the distinctive picture can be discovered. While addressing to children with the question “Where have you got medical service”, only 5% of children said that they have received the medical treatment at hospitals. 95% of them underwent the cure at home with primitive methods. First of all it shows the low level of medical service in rural areas and in general, poor economic condition of the population.

Unfortunately, only 1% of children got medical service at the expenses of employer. 95% of children were healed by their parents and 4% - at the expenses of other persons. As shown, in many cases, the expenses of children’s healing are paid by their parents. That is why, not to face additional expenses, children refuse to apply to hospitals for healing.

## CHAPTER VIII RESPONDENTS: PARENTS

It should be noted that one of the main objectives was to carry out the survey among the parents of working children and to seek for their opinion on the issue. But in some cases, because the parents refused to be interviewed, in other cases, children live with relatives, and finally taking into consideration of the fact that 2% of children lost both parents, the parity in connection with this has not been observed. The survey was carried out among 180 parents.

Demographic profile: Regional distribution of parents – respondents is shown in Table 4.

**Table 10. Regional distribution of parents – respondents**

№	Region	Number of respondents
1.	Sabirabad	23
2.	Imishli	23
3.	Agjabedi	23
4.	Barda	23
5.	Bilasuvar	22
6.	Beylagan	22
7.	Kurdamir	22
8.	Ujar	22

Gender distribution of parents is as follows: 85% of respondents are male, 15% are female. The parents are divided into 3 age groups and percentage rate is as below: 3% - 18-29 age group, 65% - 30-45 age group, 32% - more than 45 years old.

Grouping respondents-parents for their employment is as follows: 17% - workers, 13% - office workers, 49% - agricultural workers, 4% - pensioners, and 6% - others. According to the parents interviewed, 11% of them are unemployed. The education rate of respondents is different. So, 2% of them are not educated, but can write and read, 58% got secondary education, 16% vocational trained, 23% got higher education and 1% - other.

Family and provision: Referring to the answers about family composition, the total number of family members constitutes 907 persons. On average, 5.0 persons fall to the share of each family.

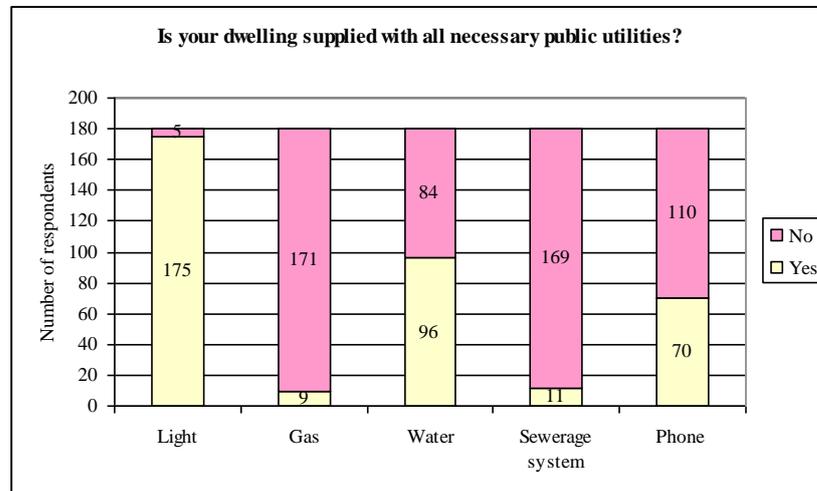
The total number of children of the interviewed parents makes up 459 persons. 35% of them are male children in 5-15 age group and 16% in 16-17 age group, 26% of them are female children in 5-15 age group and 23% in 16-17 age group.

The number of working members of total families is 33%. The interviews with both children and parents give a certain idea on the employment in the region. The similar question “Who maintain your family?” was addressed to both children and parents. But answers of parents are different from children’s. So, the rate of family providing is as follows: 37% - by father and mother, 49% - by father, 7% - by mother, 1% - by relatives and 6% - by other persons.

Living condition: It is interesting to note that as at children, 92% of parents have private property with a family plot, and 4% of them have private property in block of flats, and 1% lives in rented residence, 3% in temporary residence.

Regarding to the supply of public utilities, the similar problems have been observed here. So, 3% of respondents showed the lack of energy supply, 95% - gas, 47% - water provision, 94% - sewerage system and 61% - telephone communication. Only 2 parents from the total number said that they are supplied with all necessary public utilities, 2 persons enjoy all communication lines except phone (Diagram 12).

**Diagram 12.**



Education: According to the 49% of respondents, engaging children in cotton growing has negative impact on their education. 38% said that economic activity has no any influence on child’s education. 13% of respondents couldn’t answer this question. In opinion of the majority of respondents (57%), the involvement of children in everyday domestic work has no negative impact on children’s schooling at all. 31% said that the engaging children in domestic work deeply affects their schooling.

Family income: The economic conditions of respondents can be determined by their average monthly income. The monthly income 41% of respondents is to 200 000 AZM (41,7\$), 46% - from 200 000 to 1 000 000 AZM (41,7\$ - 208,3\$) and only 2% - more than 1 000 000 AZM (208,3\$). 11% didn’t give the answer to this question. At the same time, some respondents said that they have additional income resources. Such a kind of these resources are: for 76% - family plot, 2% - relatives’ support, 9% - state support, and 4% - other resources. There were some respondents who have several income resources at the same time.

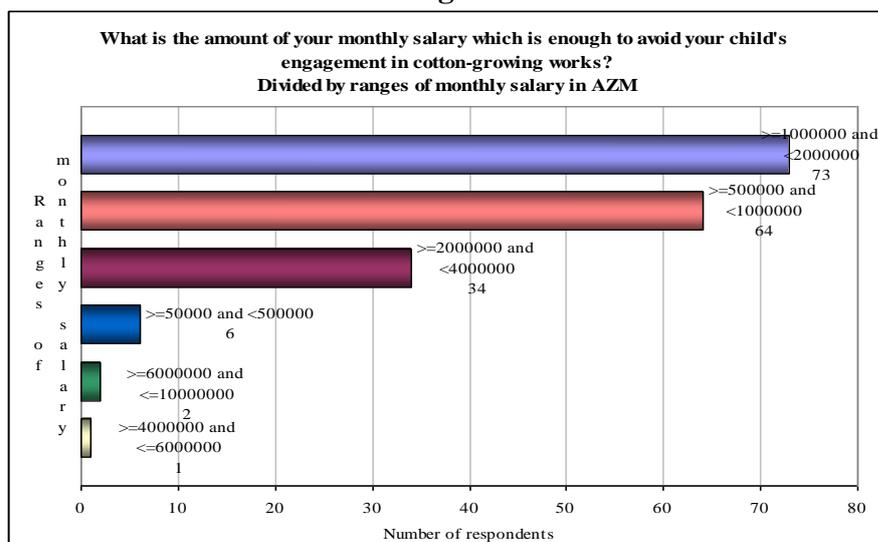
The respondents also replied the question “What salary do you need not to use your child’s labour?”. The rate here is as below (Diagram 13):

- 50 000-500 000 manat (10,4\$ - 104,2\$) – 3%
- 500 000-1 000 000 manat (104,2\$ - 208,4\$) – 36%
- 1 000 000-2 000 000 manat (208,4\$ - 416,7\$) – 40%
- 2 000 000-4 000 000 manat (416,7\$ - 833,3\$) – 19%
- 4 000 000-6 000 000 manat (833,3\$-1250\$) – 1%
- 6 000 000–10 000 000 manat (1250\$ - 2083,3\$ ) -1%

2

<sup>2</sup> Dollar rate: 14 = 4800 AZM

**Diagram 13.**



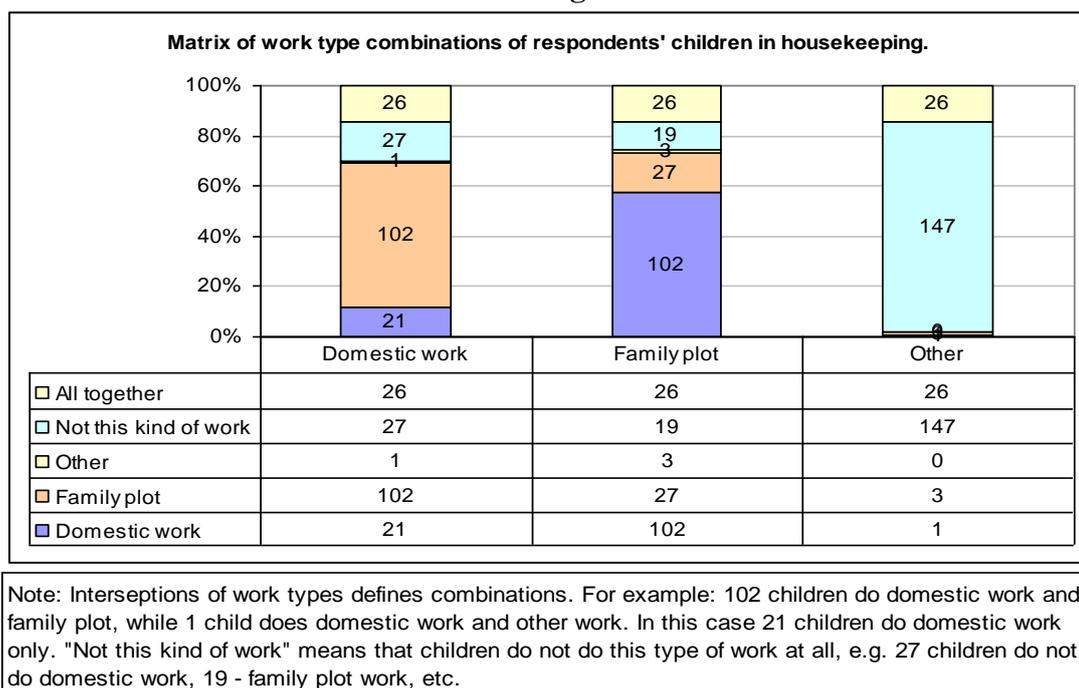
**Reasons of child labour:** In many cases, parents don't consider the use of child labour “an uncommon case”. Their replies to the question “What is the reason of your child's working in cotton-growing?” describe this position. The majority of respondents (78%) refer the reasons of child labour to economic condition of family. 8% connects this with own interests of children, 5% said that the engaging child in economic activity is very useful for him, 3% find labour as a resource of meeting personal needs of child. 5% of respondents chose the answer “other”, and 1% had difficulty to answer.

As well as parents listed the problems that can be arisen if their children are not engaged in economic activity. 67% of respondents said that living standards of family can get the worse, 4% - the debts of family can not be repaid, 2% chose the answer “other”, and 7% had difficulty to answer, an only 20% replied that nothing will happen if their children don't go to work. The interviews obtained show that the engaging children in labour occur with the consent of their parents.

According to the majority of parents (86%), the working of children does some contribution to family budget and they estimated this as positive. 6% had difficulty to answer, and 8% said that their children don't do any contribution to family budget.

The findings of the survey on parents' attitude towards involvement of children in domestic work give rise to interest. So, 98% of parents-respondents informed that they use child labour in housekeeping. According to the parents who consider use of child in housekeeping as positive, 14% of them attracted their children to all kinds of domestic work, 56% - to domestic work and family economy, 12% - to everyday work, 17% - to family economy, 1% - to everyday and other work, 2% - family economy and other work (Diagram 14).

**Diagram 14.**



98% of parents-respondents appreciated attraction of children to housekeeping as a financial support to family budget, 9% said that engagement of their children in domestic work don't contribute to family budget, and 4% was difficult to answer this question.

Occupation and education of children: According to the parents participated in the survey, rate of children's occupation is as below:

Children aged 5-15

Attend school – 86%

Work – 1%

Work and study – 12%

Not go to school and not work – 1%

Children aged 16-17

Study –55%

Work – 6%

Work and study – 27%

Not go to school and not work – 12%

The findings of survey on occupation of children aged 16-17 show that by completion of secondary school children face the problems of unemployment or continuation of their education.

Attitude towards child labour: No doubt, that every parent who cares and thinks about the future of his child must take a negative position towards child labour. This position has been observed during interviews with parents –respondents. So, 52% of them said that the age limit of children should play a key role in their attraction to cotton-related work. 33% took another position saying that the age of children is not of great importance to be engaged in cotton growing.

By the survey, there has been determined the impact of engagement of children in economic activity on their future development. Rate of this impact is estimated as follows: 35% - positive, 38% - negative. 70% of the parents, who positively appreciated this issue, consider that it will

help children to get accustomed to work, 25% - to contribute to family budget, 7% - to satisfy their financial needs. 51% of the parents, who negatively appreciated this issue, consider that children engaged in work at an early age, will be uneducated in the future, 49% noted the negative impact of work on children’s health. 76% of 27 parents, who were difficult to answer to this question, said that children will get more profit from schooling, 4% -said that working is more useful than schooling.

As distinct from employers, 53% of parents-respondents are not aware on the Legislation of Azerbaijan Republic on child labour. Although 47% of parents are aware on the issue, the absolute majority of them (97%) expressed their desire to increase and improve their information in this sphere.

## CHAPTER IX RESPONDENTS: TEACHERS

Taking into account of the negative impact of attracting children to work at an early age on their education, teachers in targeted areas have been involved in the interviews. Because of the possibility of simultaneous teaching some working children, the number of teachers for interviewing was fixed only 61 persons.

Demographic profile: Regional distribution of parents – respondents is shown in Table 4.

**Table 11. Regional distribution of teachers – respondents**

№	Region	Number of respondents
1.	Sabirabad	8
2.	Imishli	8
3.	Agjabedi	8
4.	Barda	8
5.	Bilasuvar	7
6.	Beylagan	7
7.	Kurdamir	8
8.	Ujar	7

Gender distribution of teachers participated in the survey is as follows: 36% of them are female, 64% are male. The teachers are divided into 3 age groups and percentage rate is as below: 10% - 18-29 age group, 30% - 30-45 age group, 60% - more than 45 years old. The interviews with the teachers reveal the fact that the number of teachers of declining years makes up the majority in comparison with the representatives of young generation as a result of a steady stream of youth from the regions to urban areas. Young people who leave for big cities to continue their education don't come back taking into consideration of bad economic conditions in the rural areas that caused the lack of teaching personnel in regional schools.

The teachers are divided into 3 groups for grades where they teach and percentage rate is as below: 8%- primary (I - IV grades), 39% - uncompleted secondary (V - IX grades), 53% - secondary (X – XI grades).

Attraction of children to work: 80% of the teachers respondents informed that the children to whom they teach are engaged in cotton-growing. According to them, the age distribution of children attracted to cotton production is as follows: 51% are children aged 5-15, 64% are children aged 17-17. Referring to 49 teachers, 763 children of their classes are engaging in cotton-related work (on average 15,6 students fall to the share of each teacher). On gender distribution of children, 50% of total children are male and 50% are female.

Reasons of child labour: The majority of teachers (65) expressed their strong objection against the engagement of children in cotton production not depending their age. 33% of them considered this as a normal case, 2% was difficult to answer the question.

As employers and parents, in opinion of the majority of teachers (82%), the main reason of child labour is connected with economic situation. 13% showed the indifference of parents as a key reason, 5% brought the lack of labour resources to the forefront.

61% of respondents –teachers regard child labour as negative, 26% - as positive. 68%, of those who positively appreciated child labour, consider that it can help children to get used to work, 19% - to contribute to family budget, 13% - to get used to earn money. 54% of the teachers, who negatively appreciated the issue, consider that children will be uneducated in the future, 46% noted a negative impact of work on children’s health.

Education: The low level of the population living which is an integral part of the economic situation in the regions is reflected in the educational system. So, because the salary of teachers is not sufficient to provide the minimum living standards, their interest in teaching is decreased that makes them to look for the additional resources for earning. This factor has a direct impact on decreasing the level of education. The school attendance of children working in cotton production has also been investigated by the survey. According to the teachers, 31% of children attend school in time, 67% attend not regularly, and 2% of children never attend the lessons during cotton season.

Attitude towards child labour: 72% of teachers-respondents expressed their negative attitude towards child labour. 26% of them said that there is nothing unusual in attraction of children to cotton growing. The teachers, who blamed child labour noted that engaging in cotton production is heavy physical work and negatively affects children’ health and education. Peculiarly, when 12% of the respondents who positively appreciated child labour, consider that it contributes to family budget, 88% of them said that labour will help children to get accustomed to work.

90% of teachers-respondents possess information on the Legislation of Azerbaijan Republic on child labour. According to the 84% of teachers, they always give children information about the issue. Nevertheless, 93% expressed their wish to increase and improve their knowledge in this sphere.

## CHAPTER X RESULTS

### REASONS OF CHILD LABOUR

*By the survey carried out among employers, working children, parents and teachers, as well as through holding personal conversations and observations in 8 cotton growing regions of Azerbaijan as Sabirabad, Bilasuvar, Imishli, Beylagan, Agjabedi, Barda, Ujar, Kurdamir, the following reasons and peculiarities of use of child labour were found out:*

- ❖ First of all, a primary reason of use of child labour is a consequence of economic situation. So, the economic situation in regions, where the survey was held, is more difficult as compared with other regions. Low level of living standards as a result of poverty and unemployment forces the population to use all possible means to meet its financial needs and provide for family living. People entirely work to provide for their life without inquiring about difficulty or easiness of work, sometimes, they try to involve in this work their family-members not depending of their age. It causes the use of child labour in cotton production, which is a main activity sphere of these regions. If based on the results of the Survey, the majority of respondents including 86% of employers, 82% of children and 78% of parents refer the reasons of child labour to the poor economic condition of families. For example, 41% of respondents said that the monthly income of their families is up to 200 000 AZM (43 \$). This figure clearly explains the living level of rural population since the poverty line in Azerbaijan is identified to be 250 000 AZM (54\$).
- ❖ Secondly, low level of education is one of the key reason of child labour. There are serious deficiencies in the numbers of teachers’ personnel in the regional areas. On the other hand, low level of salary in this sphere and efforts of teachers to look for additional earnings for increasing their material capabilities, deficient quantity of schools and low level of communal services reduce the quality of education. Besides, the lack of means of families to buy school accessories causes the involvement of children in labour to meet their needs.  
The negative impact of engaging children in cotton-related activities has been approved by the results of the Survey. For example, 15% of children-respondents said that they have never attended school (11% is under 5-15 age and 89% is under 16-17 age). 38% of children aged 5-15 (58% are female and 42% male) and 26% of children aged 16-17 (58% are female and 42% male) attend school and work at the same time. According to the 49% of parents-respondents, work has negative impact on children’s education, and the teachers interviewed said that 31% of children attend school in time, 67% attend not regularly, and 2% of children never attend the lessons during cotton season.
- ❖ Generally, in Azerbaijan, particularly in rural areas, national peculiarities play an important role in application of child labour and this factor must be studied on the background of parent-children relations. According to the religious and national traditions these relations are built on implicit obedience of children to their parents. In many families prospective education of children, choices of profession and possibility to work are determined by parents. Though the majority of parents prefer that their children get education, they perceive normally the attraction of children for domestic works. It should be remarked that parents in all families of rural areas, with a view to prevent the laziness of their children for the future, appreciate the attraction of children in housekeeping at early ages as an important factor for getting used with work. For example, 73% of children interviewed under 5-15 age group and 51% of children under

16-17 age group were employed by the requests of their parents. According to the majority of parents (86%), the working of children contributes to family budget and 35% of interviewed parents said that the involvement of children in economic activity has a positive impact on their future development.

- ❖ The factor of indifference plays a special role in application of child labour. The indifference of parents, employers and society, as a whole, causes wide expansion of child labour.

Some parents don't know how their children spend the day. The part of these children is bound to work for meeting their demands, the others are detained by legal – administrative bodies for mendicancy or stealing, and, then, returned to their families or sent to boarding-schools or reformatory colonies.

It's necessary to notice the particular role of employers in child labour. Explaining this situation as a positive factor, i.e. to provide “good condition” for children to hold them away from faulty actions, to help living of their families, to provide their daily expenses, etc., employer isn't interested in such problems of children, as reasons of non-attendance of school, continuation of education for the future, professional education, impact of work on their physical and moral development. 31% of employers interviewed regarded the attraction of children in work as a positive one saying that it can help them to get marketable skills in the future. 14% estimated it as a help to family.

Landowners with a view to decrease the net cost of production attract their family members, including children, as unpaid or cheap labour force. In this case, attracting children to work, they appreciate the use of child labour as a positive situation and as means of getting used to the working.

- ❖ Finally it is connected with specificity of cotton industry. Cotton growing is considered to be a mass work. The activities performed in cotton growing as thinning, weeding out and gathering processes require hard physical work and need mass attraction of the population to working. On the other hand, low level of application of new techniques and technologies in agrarian branch increases hand labour requirements. Quantity factor of labour force is more appreciated than quality factor and consequently the majority of population of these regions, including children, is attracted to this process.

Moreover, thinning and weeding out processes require working permanently in a bending down position by hand. In comparison with tall adults children see the roots of cotton bushes better and they are more effective at weeding.

## CONCLUSIONS

*The results come out from the findings of the survey implemented regarding child labour as follows:*

In Azerbaijan, which is going through all difficulties of transition period, the problem of child labour exists and its elimination remains to be an urgent problem.

Azerbaijan has faced a lot of socio-economic problems in connection with the decline of various branches of national economy as a result of the destruction of old economic system and economy relations, war and occupation of Azeri territories, appearance of numerous refugees and forced persons. On the other hand, inefficiency functioning of mechanisms of the implemented economic reforms, regional underdevelopment, unemployment and migration of the population to provide family living, as a sequence, burdening women and children with all family problems,

poor social security, etc, created a real condition for the widely using labour of children being the more vulnerable group of the society.

Agriculture, especially cotton production takes a key position for use of child labour in Azerbaijan. The application of child labour in cotton production and family economies is a traditional approach. Since Soviet times the attraction of students to cotton production in whole, engagement of all family in cotton growing as a main income resource and traditional dependency on interfamily relations contributed to use children as a labour force.

The work related to cotton production is considered to be one of the worst forms of child labour, because it negatively impacts and harm (to the) health, safety, education, physical and mental development of children. As in many branches of agriculture, hand work is widely applied in cotton production. With elimination of collective economy system, i.e. destruction of collective and state farms, deterioration of agricultural technical equipment and the lack of resources for its modernization, hand work is widely applied again. This case creates a real condition to involve all population, including children, in work regardless of their age, abilities, physical capabilities and professional orientation. According to the findings of the survey, it was found out that child labour is applied in the spheres that require hand work and physical strength (thinning, weeding out and gathering processes).

In order to carry out the work processes on planting, growing and gathering raw cotton, entrepreneur uses labour of rural population. During these processes he/she comes to an agreement with the head of family. Almost in all cases, the agreement is obtained not on the basis of written contract and only on verbal contract. In this case, employer remains uninformed about the number of workers engaged on the land distributed for a specific family, and also using child labour in work processes. It means that the involvement of children in cotton production occurs with the consent of their parents without bargaining any labour contract.

Child labour remains to be widely used although the majority of employers is well informed about the legislation of Azerbaijan Republic on child labour. It comes out from the lack of information and propaganda about the impact of wide spread occurrence of child labour on children' health and education, their physical and moral development, and being skilled and qualified labour force in the future. The employment of children allowed to work by the legislation of Azerbaijan Republic (16-17 age) takes place unofficially, without any contract. Because of the unregistered employment, it becomes impossible to determine and fix the start date of children's work experience in future. On the other hand, children' rights on education, rest and labour remain to be unprotected by the legislation.

On the whole, no work on awareness and informing population about children' rights carries out. In many cases, parents make decisions instead of their children without inquiring about their desires and interests, attract children to housekeeping and paid economic activities within the framework of own interests. These problems arise from the lack of information on legislation of Azerbaijan Republic and International Conventions on children' rights.

The findings of the survey indicate that engaging children in work negatively affects their school attendance, and causes depriving children from education and increasing illiteracy among them. Although cotton growing is seasonal activity, where work processes start from March and last to November, moreover, after cotton season children are involved in another work related to family economies, when the part of children doesn't go to school at all, the other part combines schooling and work that decreases the level of their education.

The school teachers interviewed are indifferent to child labour considering it as a normal phenomenon. First of all it should be explained in such a way that they don't take any measures to solve this problem. Though the majority of all respondent groups said that the involvement of children in work at an early age would cause illiteracy of children, educational institutions showed weakness in elimination of the problem.

Within the framework of the survey, the issues on children's health and the level of medical service rendered to them have been investigated. Hard physical work, insufficient work condition, changeable climatic condition and the other reasons have negative impact on normal physical and physiological development of children and are a threat for their life and health. It was clear in the result of survey that the households where children live and work are not supplied with necessary communal services, there are grand problems with electrical energy and gas, heating system, drinking water and communication lines. The negative impact of chemical preparation in cotton production on children's health, especially on sexual development of female children has been also discovered. Moreover, it was revealed that the majority of children got medical care at home by the primitive methods. The medical enterprises don't carry out a preventive inspection in the regions, they don't give any information or do any teaching work on damages can be arisen from application of pesticides in cotton production and their danger to health of not only children, but adults too.

In the targeted regions, organizing rest and entertainment of children is at the low level. Unlike the big cities of the republic, in rural areas there are no summer rest camps and sports centres for children. That is why parents prefer to send their children to work than they allow them to waste time.

The majority of respondents take negative stand towards child labour in cotton production. It proves that all levels of the population will approve and support all measures and events which will be held in the direction of solution of the problem.

The use of child labour is not related to a single branch of industry or agriculture, at the same time it concerns economic, socio-cultural and educational, and employment spheres. That is why problem solving requires various strata of society to be engaged in the issue.

## **RECOMMENDATIONS**

As the Child Labour Study carried out in cotton industry - one of the important branches of commercial agriculture in Azerbaijan has shown that child labour remains to be a serious problem which requires participation of government, employers, NGOs and international agencies to be addressed.

**As a key actor in the fight against child labor the government is recommended to:**

- ❖ Provide a complete picture of the status and extend of child labour in the country; in order to effectively combat child labour there is need the comprehensive national picture of the extent or level of children's activities in the country;
- ❖ Develop national action plan that will be directed to eliminating the worst forms of child labor including preparation of national development strategies, poverty reduction, education and employment promotion;
- ❖ Improve the existing compulsory education system; as compulsory and universal education for all children would effectively eliminate child labor;

- ❖ Provide enforcement of existing laws on child labor; and as well as effective labour control of children allowed for employment by law; if national legislation is adequate, the government should monitor and examine its enforcement. The ministry of Labor and Social Protection of Population can play a central role in this through coordinating efforts of all government agencies responsible for national development, public health, social protection, education and law enforcement.
- ❖ Design projects and programmes aimed at provision of alternatives for the families of working children; this might involve determining the best ways to introduce social protection and other measures to sustain family incomes.
- ❖ Provide child labour issues to be included in State Programme “On poverty reduction and economic development (2006-2016)”;
- ❖ Carry out and supervise medical examination of working children; and provide medical-prophylactic assistance for children through expansion of system of medical ambulance stations in rural areas; Ministry of Health, National Academy of Sciences, the relevant research institutes should study the factors of hazardous work, (mainly in agriculture) which harms the health of children, especially sexual development of female children who will have reproductive function in the future;
- ❖ Co-operate with local authorities, International and local NGOs dealing with child labor issues and other stakeholders on reducing and combating child labor. National authorities can work with NGOs and community leaders how to raise awareness and change the prevailing attitudes about child labor - the attitudes communities, employers, families, teachers and children themselves.

**International agencies and NGOs are recommended to:**

- ❖ ILO should continue its support to the solution of the problem of child labour in Azerbaijan through various projects and programmes;
- ❖ Organize trainings and seminars on child labour;
- ❖ Promote capacity-building of social partners to address the issue and perform practical work, to strengthen social dialogue and decision-making processes;
- ❖ Ensure new projects directed to improving educational environment for children and their vocational training;
- ❖ International organizations, such as ILO, UNDP, UNICEF, should establish and increase their contacts with other organizations and institutions dealing with children problems, facilitate their exchange of information and create possibilities for collaboration with local organizations;
- ❖ Stimulate changes in local culture for better understanding of the risks and dangerous of child labour and the value of education;
- ❖ Create a coordinating network between the local organizations dealing with child labour and promote an exchange of experiences and achievements;

**Azerbaijan Employers’ Organization is recommended to:**

- ❖ Carry out awareness raising activity among employers; Employers’ Organization can mobilize and sensitize their members’ companies to take action against child labor;
- ❖ Raise public awareness on International labour standards especially ILO conventions No 138 and 182, including other International papers on child labour;
- ❖ Organize trainings and seminars on understanding of the concept of child labour;
- ❖ Influence the development of national policy on child labour;
- ❖ Mobilize the participation of business in national programmes against the worst forms of child labour;
- ❖ Collaborate with the government, trade unions and International and local NGOs in combating child labour;

- ❖ Join and contribute the relevant vocational training programmes for working children;
- ❖ Join other ILO projects contributing the problem of child labour;
- ❖ Closely cooperate with Mass media in order to attract it to take an active part in the solution of the problem;
- ❖ Establish CL Committee within the Confederation in order to supervise and evaluate the situation, and also to contribute to the best solution;
- ❖ Design a special section on the AEC Website on child labour issues and update it on a regular basis in order to provide on-line informational system;
- ❖ Develop guidelines and policies for employers towards the elimination of child labour.

**Annex 1.**

“Study on child labour on cotton plantations in 8 regions in Azerbaijan”

**PRIMARY STUDY PHASE  
SURVEY QUESTIONNAIRE  
(Employer)**

Questionnaire № \_\_\_\_\_

Postcode of the region \_\_\_\_\_

Respondent's name, surname and patronymic \_\_\_\_\_

Respondent's contact telephone numbers \_\_\_\_\_

**Part A**

**DEMOGRAPHIC PROFILE**

A1. Sex of Respondent

Male	1
Female	2

A2 Age of Respondent

18-29	1
30-45	2
more than 45	3

A3 Education of Respondent

No education/can read and write	1
Secondary school	2
Vocational training school	3
Higher education	4
Other	5

A4. Status of the enterprise ownership?

Private (local)	1
Private (foreign)	2
Joint enterprise (local and foreign)	3
State	4
Shared (state and private)	5

A5. Number of the permanent workers at the enterprise

1-9	1
10-25	2
More than 25	3

A6. Number of the seasonal workers at the enterprise

1-9	1
10-25	2
More than 25	3

**Part B**

**Child Labour**

B1. Do you have working children in your enterprise? (B1. If Respondent ticks «No», he/she is asked questions of Part C)

- ▶ Children aged 5-15? (tick in the column 1A)
- ▶ Children aged 16-17? (tick in the column 1B)

		<b>5-15</b>	<b>16-17</b>
		<b>B1.1</b>	<b>B1.2</b>
1	Yes	1	1
2	No	2	2

B2. How many children work in your enterprise?

- ▶ Children aged 5-15 (tick in the column 2A)
- ▶ Children aged 16-17? (tick in the column 2B)

		<b>5-15</b>	<b>16-17</b>
		<b>B2.1</b>	<b>B2.2</b>
1	1	1	1
2	2-10	2	2
3	More than 10	3	3

B3. How many boys and girls work in your enterprise?

- ▶ Children aged 5-15? (tick in the 3A column)
- ▶ Children aged 16-17? (tick in the 3B column)

		<b>5-15</b>		<b>16-17</b>	
1	Girl	B3.1.1		B3.2.1	
2	Boy	B3.1.2		B3.2.2	

B4. How are children involved in work?

- ▶ Children aged 5-15? (tick in the column 4A)
- ▶ Children aged 16-17? (tick in the column 4B)

		<b>5-15</b>	<b>16-17</b>
		<b>B4.1</b>	<b>B4.2</b>
1	Children’ own initiative	1	1
2	Parents’ own willingness	2	2
3	Specifics of enterprise activity	3	3
4	It is difficult to answer	4	4
5	Other	5	5

B5. Does seasonal factor affect the attraction of children to work?

1	Yes	1
2	No	2

B6. What are the daily work conditions of working children?

- ▶ Children aged 5-15? (tick in the column 5A)
- ▶ Children aged 16-17? (tick in the column 5B)

		<b>5-15</b>	<b>16-17</b>
		<b>B6.1</b>	<b>B6.2</b>
1	1-2 hours per day	1	1
2	Half of day	2	2
3	Part time	3	3
4	Full time	4	4
5	More	5	5

B7. What are the monthly work conditions of working children?

- ▶ Children aged 5-15? (tick in the column 6A)
- ▶ Children aged 16-17? (tick in the column 6B)

		<b>5-15</b>	<b>16-17</b>
		<b>B7.1</b>	<b>B7.2</b>
1	One day per week	1	1
2	Few days per week	2	2
3	Every day (except days off)	3	3
4	All days	4	4

B8. How do you remunerate labour of children at your enterprise for the following works?

AZM

B8.1	For plowing of 1 ha _____	
B8.2	For tillage of 1 ha _____	
B8.3	For sowing of 1 ha _____	
B8.4	For thinning out of 1 ha _____	
B8.5	For weeding out of 1 ha _____	
B8.6	For gathering of 1 kg cotton _____	

B9. Do you make any privileges when you pay child for his work? (B9. If Respondent ticks «No», he/she is not asked question B10)

1	Yes	1
2	No	2

B10. What privileges do you make?

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B11. What kind of work do the working children do in your enterprise?

- ▶ Children aged 5-15? (tick in the column 11A)
- ▶ Children aged 16-17? (tick in the column 11B)

		<b>5-15</b>	<b>16-17</b>
		<b>B11.1</b>	<b>B11.2</b>
1	Intellectual work	1	1
2	Physical work	2	2

**Part C**  
**Attitude to child labour**

C1. In your opinion, should children be involved in labour irrespective their age?

1	Yes	1
2	No	2
3	It is difficult to answer	3

C2. In your opinion, what are the main reasons for appearance of child labour?

1	Economic situation	1
2	Indifference of parents	2
3	Specificity of activity of the enterprise	3
4	Financial interest of the enterprise	4
5	It is difficult to answer	5

C3. In your opinion, what is the work-related impact on the future of the children? (Respondents answered «Positive» or «Negative» to the question C3 should answer the question C4, but respondents answered « It is difficult to answer » should answer the question C5)

1	Positive	1
2	Negative	2
3	It is difficult to answer	3

C4. Why?

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C5. In your opinion, which is more useful for children – to work or study?

1	To work	1
2	To study	2
3	It is difficult to answer	3

C6. Do you have information about Azerbaijan legislation related to child labour?

1	Yes	1
2	No	2

C7. Would you like to raise your awareness on Azerbaijan legislation related to child labour?

1	Yes	1
2	No	2

**Thank you very much for your participation in inquiry!**

**Annex 2.**

International Labour Organization

“Study on child labour on cotton plantations in 8 regions in Azerbaijan”

**PRIMARY STUDY PHASE  
SURVEY QUESTIONNAIRE  
(Child)**

Questionnaire № \_\_\_\_\_

Code of a region № \_\_\_\_\_

Respondent's name, surname and patronymic \_\_\_\_\_

**Part A**

**DEMOGRAPHIC PROFILE**

A1. Sex of a respondent:

Boy	1
Girl	2

A2. Age of a respondent

From 5-to 15	1
From 16-to17	2

A3. Do you go to school?

Yes	1
No	2

**Part B**

**Family and living conditions**

B1. Are your both parents alive?

1	Yes	1
2	No	2
3	Father is alive, mother is dead	3
4	Mother is alive, father is dead	4

B2. With whom do you live?

1	Mother and father	1
2	Father	2
3	Mother	3
4	Relatives	4
5	Other	5

B3. How many persons are there in your family?

\_\_\_\_\_

B4. How many boys and girls are there in your family?

B4.1	Boy	
B4.2	Girl	

B5. What do you do?

- ▶ Children aged 5-15? (tick into the column 3A)
- ▶ Children aged 16-17? (tick into the column 3B)

		<b>5-15</b>	<b>16-17</b>
		<b>B5.1</b>	<b>B5.2</b>
1	Go to school	1	1
2	Work	2	2
3	Go to school and work	3	3
4	Don't go to school, don't work	4	4
5	Other	5	5

B6. How many persons do work in your family?

\_\_\_\_\_

B7. Who overtakes the expenses of the family? (tick one answer)

1	Myself	1
2	Mother and father	2
3	Father	3
4	Mother	4
5	Relatives	5
6	Other	6

B8. Please, indicate your domicile conditions

1	Temporary residence	1
2	Rented residence	2
3	Private property in block of flats	3
4	Private property with a family plot	4
5	Other	5

B9. Is your dwelling supplied with all necessary public utilities?

		<b>Yes</b>	<b>No</b>
B9.1	Light	YES or NO	YES or NO
B9.2	Gas	YES or NO	YES or NO
B9.3	Water	YES or NO	YES or NO
B9.4	Sewerage system	YES or NO	YES or NO
B9.5	Phone	YES or NO	YES or NO

## Part C Work and occupation

C1. How old were you, when you start to work?

\_\_\_\_\_

C2. Who helps you to find a job? (Respondent can tick all answers)

1	Myself	1
2	Parents	2
3	Friends	3
4	Others	4

C3. What is the reason for your working? (tick one answer)

1	Financial condition of the family	1
2	To meet my needs	2
3	To get professional experience	3
4	It is difficult to answer	4
5	Other	5

C4. What kind of the following work do you do?

1	Physical work	1
2	Mental work	2
3	It is difficult to answer	3

C5. What is your work regulations?

1	Permanent	1
2	Sometimes	2
3	Seasonal	3
4	Other	4

C6. How many hours do you work on average a week?

\_\_\_\_\_

C7. Is your work paid? (Respondent who answered «No» to C7, is not questioned C8)

1	Yes	1
2	No	2
3	It is difficult to answer	3

C8. How do you spend your salary?

1	Give it to parents	1
2	Spend on myself	2
3	Give to parents and spend on myself	3
4	Other	4

C9. Does your work hinder in your study?

1	Yes	1
2	No	2
3	It is difficult to answer	3

C10. Are you engaged in housekeeping together with your parents? (Respondent who answered «No» to C9, is not questioned C10 and C11)

1	Yes	1
2	No	2

C11. What kind of work do you do in housekeeping (Respondent can tick several answers)

C11.1	Only domestic work	1
C11.2	Family plot	2
C11.3	Other	3

C12. Does your help to parents hinder in your education?

1	Yes	1
2	No	2
3	Difficult to answer	3

## Part D Work conditions and health

D1. Are you satisfied with your employer?

1	Yes	1
2	No	2

D2. Why?

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D3. What conditions do you work under?

1	Dusty and noisy work	1
2	Heavy physical work	2
3	Requiring high attention	3
4	Work without a break	4
5	Household work	5
6	Other	6

D4. How often do you fall ill?

1	Often	1
2	Sometimes	2
3	Never	3
4	Difficult to answer.	4

D5. Have you got any injuries during your employment?

1	Yes	1
2	No	2

D6. Which of the below-mentioned answers was the reason of you sickness and injury?

1	Cold weather conditions	1
2	Physical injury	2
3	Natural disaster	3
4	Other	4

D7. Have you got any medical service when being sick?

1	Yes	1
2	No	2

D8. Where have you got medical service?

1	At home	1
2	In hospital	2
3	Other	3

D9. Who paid for your treatment?

1	Company	1
2	Parents	2
3	Other	3

**Thank you for participating in our questionnaire!**

**Annex 3.**

International Labour Organization

“Study on child labour on cotton plantations in 8 regions in Azerbaijan”

**PRIMARY STUDY PHASE  
SURVEY QUESTIONNAIRE  
(Parent)**

Questionnaire № \_\_\_\_\_  
 Postcode of the region № \_\_\_\_\_  
 Respondent's name, surname and patronymic \_\_\_\_\_  
 Respondent's contact telephone numbers \_\_\_\_\_

**Part A**

**DEMOGRAPHIC PROFILE**

A1. Sex of Respondent:

Male	1
Female	2

A2. Age of Respondent

18-29	1
30-45	2
More than 45	3

A3. Education of Respondent

No education/can read and write	1
Secondary school	2
Vocational training school	3
Higher education	4
Other	5

A4. Activity sphere of Respondent:

Worker	1
Employee	2
Agriculture	3
Pensioner	4
Student	5
Unemployed	6
Other	7

A5. Average monthly wage of Respondent:

Up to 200 000 manat	1
200 000-1 000 000 manat	2
More than 1 000 000 manat	3
It is difficult to answer	4

**Part B**

**Marital status and living conditions**

B1. How many persons are there in your family?

\_\_\_\_\_

B2. How many boys and girls are there in your family?

		Boy		Girl	
B2.1	Children aged 5-15	B2.1.1		B2.1.2	
B2.2	Children aged 16-17	B2.2.1		B2.2.2	

B3. What do your children do (occupation)?

- ▶ Children aged 5-15? (Tick in the column **B3.1**.)
- ▶ Children aged 16-17? (Tick in the column **B3.2**.)

		<b>5-15</b>	<b>16-17</b>
		<b>B3.1</b>	<b>B3.2</b>
1	Goes to school	1	1
2	Works	2	2
3	Combines schooling and job	3	3
4	Does not study and not work	4	4

B4. How many people work in your family?

\_\_\_\_\_

B5. Who maintains your family? (only one answer)

1	Mother and Father	1
2	Father	2
3	Mother	3
4	Relatives	4
5	Other	5

B6. Please, indicate your domicile conditions

1	Temporary residence	1
2	Rented residence	2
3	Private property in block of flats	3
4	Private property with a family plot	4
5	Other	5

B7. Is your dwelling supplied with all necessary public utilities?

		<b>Yes</b>	<b>No</b>
B7.1	Light	YES or NO	YES or NO
B7.2	Gas	YES or NO	YES or NO
B7.3	Water	YES or NO	YES or NO
B7.4	Sewerage system	YES or NO	YES or NO
B7.5	Phone	YES or NO	YES or NO

B8. Do you receive extra profit?

		Yes	No
B8.1	Family plot	YES or NO	YES or NO
B8.2	Relative's support	YES or NO	YES or NO
B8.3	Government's support	YES or NO	YES or NO
B8.4	Other	YES or NO	YES or NO

### Part C Child Labour

C1. In your opinion, how many your monthly salary should be that your child (children) not to be engaged in cotton-growing works?

\_\_\_\_\_

C2. Does your children labour in cotton-growing contribute to your budget income?

1	Yes	1
2	No	2
3	It is difficult to answer	3

C3. Does work in cotton-growing prevent your child's schooling?

1	Yes	1
2	No	2
3	It is difficult to answer	3

C4. What is the reason of your child does not work in cotton-growing? (Only one answer)

1	Own interest of the child	1
2	Financial condition of the family	2
3	Source of payment of personal child's needs	3
4	Generally labour is useful for child	4
5	It is difficult to answer	5
6	Other	6

C5. What will happen if your children do not work in cotton-growing?

1	Worsening of financial position	1
2	Can not repay our debts	2
3	Nothing	3
4	It is difficult to answer	4
5	Other	5

C6. Do your children help you in housekeeping? (if Respondent tick «No», he (she) can move to the questions of Part D)

1	Yes	1
2	No	2

C7. What duties do they perform? (Respondent can tick several answers)

1	Only domestic work	1
2	Family plot	2
3	Other	3

C8. Does housekeeping work of your child contribute family budget?

1	Yes	1
2	No	2
3	It is difficult to answer	3

C9. Does housekeeping work of your child prevent his schooling?

1	Yes	1
2	No	2
3	It is difficult to answer	3

#### **Part D** **Attitude to child labour**

D1. In your opinion, should children be involved in cotton-growing works irrespective of their age?

1	Yes	1
2	No	2
3	It is difficult to answer	3

D2. In your opinion, what is the cotton-growing work-related impact on the child’s future? (Respondents who answered «Positive» or «Negative» to the question **D2** should answer the question **D3**, but respondents answered «It is difficult to answer» should answer the question **D4**)

1	Positive	1
2	Negative	2
3	It is difficult to answer	3

D3. Why?

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D4. In your opinion, which is more useful for children – work in cotton-growing or schooling?

1	To work	1
2	To study	2
3	It is difficult to answer	3

D5. Do you have any information about Azerbaijan legislation related to child labour ?

1	Yes	1
2	No	2

D6. Would you like to improve your knowledge about Azerbaijan legislation related to child labour ?

1	Yes	1
2	No	2

**Thank you very much for your participation in the survey!**

**Annex 4.**

International Labour Organization

“Study on child labour on cotton plantations in 8 regions in Azerbaijan”

**PRIMARY STUDY PHASE  
SURVEY QUESTIONNAIRE  
(Teacher)**

Questionnaire № \_\_\_\_\_

Code of the region № \_\_\_\_\_

Respondent's name, surname and patronymic \_\_\_\_\_

Respondent's contact phone number \_\_\_\_\_

**Part A  
DEMOGRAPHIC PROFILE**

A1. Sex of a respondent:

Male	1
Female	2

A2 Respondent's age

18-29	1
30-45	2
More than 45	

A.3. What grades do you teach in? (RESPONDEN MAY INDICATE ALL ANSWERS)

A3.1	A.Primary 1-4	1
A3.2	Incomplete secondary 5-9	2
A3.3	Secondary 10-11	3

**Part B  
Child labor**

B1. Are there children working in cotton-growing in your class?

- ▶ Children aged 5-15? (tick in column 1A)
- ▶ Children aged 16-17? (tick in column 1B)

		<b>5-15</b>	<b>16-17</b>
		<b>B1.1</b>	<b>B1.2</b>
1	Yes	1	1

2	No	2	2
---	----	---	---

B2. How many pupils work in cotton-growing in your class?

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B3. How many girls and boys are there among the working children?

B3.1	Girl	
B3.2	Boy	

**Part C**  
**Attitude to the child labor**

C1. In your opinion, should the children be involved in cotton-growing works irrespective their age?

1	Yes	1
2	No	2
3	Difficult to answer	3

C2. In your opinion, which factors have the priority in attraction of children to cotton-growing works?

1	Economic situation	1
2	Indifference of parents	2
3	Lack of labour force	3
4	Difficult to answer	4

C3. In your opinion, how do the attraction of children to cotton-growing works influence their future life? (Respondents answering «**positive**» or «**negative**» in question C3 should go to the question C4. Respondents answering «**difficult to answer**» should go to the question C5)

1	Positive	1
2	Negative	2
3	Difficult to answer	3

C4. Why?

---

C5. What is the attendance of children working in cotton-growing at the lessons?

1	Attend the lessons in time	1
2	Attend not regularly	2
3	Always absent	3

C6. As a whole, what is your own attitude to the involvement of children in cotton-growing works?

1	Positive	1
2	Negative	2
3	Difficult to answer	3

C7. Why?

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C8. Do you have any information on Azerbaijan legislation related to the child labor? (Respondents answering «No» to the question C8 should go to the question C10 and the inquiry is finished)

1	Yes	1
2	No	2

C9. Do you provide your children with the information on Azerbaijan legislation related to the child labor?

1	Yes	1
2	No	2

C10. Would you like to improve your knowledge on Azerbaijan legislation related to child labor?

1	Yes	1
2	No	2

**Thank you for participation in inquiry!**

## **Annex 5: C182 Worst Forms of Child Labour Convention, 1999**

Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Note: Date of coming into force: 19:11:2000)

Convention:C182

Place:Geneva

Session of the Conference:87

Date of adoption:17:06:1999

Subject classification: Elimination of Child Labour

Subject classification: Children and Young Persons

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 87th Session on 1 June 1999, and

Considering the need to adopt new instruments for the prohibition and elimination of the worst forms of child labour, as the main priority for national and international action, including international cooperation and assistance, to complement the Convention and the Recommendation concerning Minimum Age for Admission to Employment, 1973, which remain fundamental instruments on child labour, and

Considering that the effective elimination of the worst forms of child labour requires immediate and comprehensive action, taking into account the importance of free basic education and the need to remove the children concerned from all such work and to provide for their rehabilitation and social integration while addressing the needs of their families, and

Recalling the resolution concerning the elimination of child labour adopted by the International Labour Conference at its 83rd Session in 1996, and

Recognizing that child labour is to a great extent caused by poverty and that the long-term solution lies in sustained economic growth leading to social progress, in particular poverty alleviation and universal education, and

Recalling the Convention on the Rights of the Child adopted by the United Nations General Assembly on 20 November 1989, and

Recalling the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour Conference at its 86th Session in 1998, and

Recalling that some of the worst forms of child labour are covered by other international instruments, in particular the Forced Labour Convention, 1930, and the United Nations Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1956, and

Having decided upon the adoption of certain proposals with regard to child labour, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this seventeenth day of June of the year one thousand nine hundred and ninety-nine the following Convention, which may be cited as the Worst Forms of Child Labour Convention, 1999.

#### **Article 1**

Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.

#### **Article 2**

For the purposes of this Convention, the term *child* shall apply to all persons under the age of 18.

#### **Article 3**

For the purposes of this Convention, the term *the worst forms of child labour* comprises:

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

#### **Article 4**

1. The types of work referred to under Article 3(d) shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, taking into consideration relevant international standards, in particular Paragraphs 3 and 4 of the Worst Forms of Child Labour Recommendation, 1999.
2. The competent authority, after consultation with the organizations of employers and workers concerned, shall identify where the types of work so determined exist.
3. The list of the types of work determined under paragraph 1 of this Article shall be periodically examined and revised as necessary, in consultation with the organizations of employers and workers concerned.

#### **Article 5**

Each Member shall, after consultation with employers' and workers' organizations, establish or designate appropriate mechanisms to monitor the implementation of the provisions giving effect to this Convention.

## **Article 6**

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

## **Article 7**

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

## **Article 8**

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

## **Article 9**

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

## **Article 10**

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.
2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

#### **Article 11**

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### **Article 12**

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

#### **Article 13**

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

#### **Article 14**

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### **Article 15**

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides --

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of

Article 11 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

**Article 16**

The English and French versions of the text of this Convention are equally authoritative.