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Labour
Organization

Combating child labour in hazardous work in salt production, rubber plantation and fishing sector in Cambodia

Report

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International
Programme on
The Elimination
Of Child Labour
(IPEC)

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Preface

Children really are the most important resource we have; they are the future for all of us. Any time you give just one child a chance is the time to think about opening the door to the future for that child.

In 1997, the International Labour Organization's IPEC programme has played an important role in developing the knowledge base on child labour in Cambodia and enhancing national capacity in addressing the problem of child labour. Since then, the ILO and Cambodian partnership has steadily made considerable progress towards its objectives in collaboration with employers and business organizations, workers' unions and non-governmental organizations.

On 28 November 2001, the ILO with financial support from the United States, has partnered with the Royal Government of Cambodia and other stakeholders to provide education and to increase awareness about child labour throughout Cambodia's broader economy, in particular the three hazardous sectors namely salt production, rubber plantations and fishing sector of Cambodia.

They represent the economic sectors where, very visibly, children and youth are engaged in exploitative and hazardous child labour. The project is called: "Combating Child Labour in Hazardous Work in Salt Production, Rubber Plantations and Fishing Sectors in Cambodia".

This project intended to reach approximately 3,500 working children through direct action programmes. Nine hundred of these children will be removed from hazardous work and its conditions; two thousand six hundred part-time working children and at risk children will be prevented from moving into hazardous work considered as the worst forms of child labour.

The proposed programme consists of (a) institutional development and intensive capability building, with emphasis at the local policy and programme levels; and (b) the installation of protective social protection to child workers and their families in the selected project areas.

This publication is meant to assist employers, workers including parent and working children, child labour monitors and inspectors in the respective sectors in bringing about improvements in safety and health practices.

1. What is Occupational Health and Safety Self-assessment and Monitoring Checklist?

The Occupational Health and Safety Self-assessment and Monitoring Checklist is a useful tool. It contains all the relevant general information related to simple, effective and low cost implementation approaches to improve productivity and at the same time occupational health and safety in the workplace.

For this purpose, checklist is the only tool that helps us to understand about measure on occupational health and safety in a particular workplace where children are always involved in those working activities. Additionally, information filled in this checklist is not only for monitoring the problems, but also for taking action for improvement.

In this case, if your answer is **Yes** it means that employer, owner, manager and worker of workplaces meet the basic occupational safety and health standards as expected. For verifying the answers, therefore, we suggest the worker's representatives, union's representatives and workers to also fill this checklist directly to see if their assessments are the same as those of management.

However, if the answers of some questions were **No** this means that something can be done to further improve safety and health standards at workplaces. In this case, you will need to decide:

- What action needs to be taken?
- Who will do it?
- When will it be done?

This checklist aims to ensure that working children under hazardous conditions are prohibited, and assist us in assessment on occupational health and safety.

2. Information on fishing sector

The research found a total of 1,678 working children in the three fishing areas in Sihanoukville. Stung Hav (the largest fishing communities) had 981 working children, Tumnup Rolok had 590 working children, and Koh Khyang 107.

The children were involved in many different activities: fishing on a small boat, fishing on a large boat for two or three days, sometimes two or three weeks, or sometimes even for one or two months in a row, repairing fishing nets, shrimp peeling in a factory (raw shrimps), peeling boiled shrimps and/or crabs at the sea side (hired by the wharf owner), peeling boiled shrimps or crabs at home, working at the wharf to freeze sea products coming in and carry them to the truck transporting them to the factory (“glace”), and numerous other jobs, such as steaming fish, sorting fish/crabs... etc.

2.1 Work hazards faced by children in fisheries

- cuts (from peeling shrimps and crabs or from the strings of the heavy fishing nets);
- lower back aches (from sitting down to peel or repair nets for too long periods);
- swollen hands (due to a combination of continuous wet hands from salty sea water, ice to keep the sea products cold, and fluids from the sea products);
- stomach aches (from irregular meals, especially on boats);
- breathing problems and headaches due to bad smell of rotten fish and hard work;
- falling into the water when falling asleep on the boat, slipping away over squid, or due to high waves/storms. Most children know how to swim, but a few do not and most boats do not have life vests. Small boats have too little space;
- fear for storm, big waves, sharks;
- accidents with the engine of the boat;
- violent piracy at sea; and
- HIV/AIDS infection for 16 –17 years old working children.

3. Checklist for self-monitoring and assessment on occupational health and safety for crabs/shrimps peeling enterprise

Checklist is a useful tool. It contains all the relevant general information related to simple, effective and low cost implementation approach to improve productivity and at the same time occupational health and safety of workers in the crabs/shrimps peeling enterprise.

For this purpose, checklist is the only tool that helps us to understand about measures on occupational health and safety for the crabs/shrimps peeling enterprise where many children are always involved in those working activities. Additionally, information filled in this checklist is not only for monitoring the problems, but also for taking action for improvement.

In this case, if your answer is **Yes**, it means that enterprise's owner or employers meet the basic occupational health and safety standard as expected. For verifying the answers, therefore, we suggest the workers to also fill this checklist to see if their assessments are the same as those of owners or employers.

However, if the answers of some questions were **No**, this means that something can be done to further improve health and safety of the crabs/shrimps peeling enterprise. In this case, you will need to decide:

- What action needs to be taken?
- Who will do it?
- When will it be done?

This checklist aims to ensure that working children under hazardous conditions are prohibited, and assist us in assessment on occupational health and safety.

General:

1. Is there any measure to protect workers under 18 years old be written and communicated to workers and/or their parents?

No

Yes

Priority

Note:	

2. Are names of workers under 18 years old listed?

No

Yes

Priority

Note:	

3. Are children under the age of 15 years old prohibited to lift, pull, push, and move weight in crabs/shrimps peeling enterprise? Is the prohibition written and communicated to employers and workers?

No

Yes

Priority

Note:	

4. Has weight lifting, pulling, pushing and moving in the crabs/shrimps peeling enterprise of workers aged between 15 to 18 years old been practiced in according to the manual weight lifting PRAKAS of the Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation? Is the instruction written and communicated to employers and workers?

No

Yes

Priority

Note:	

5. Are children aged less than 15 years old prohibited to work not more than 3 hours per day in the crabs/shrimps peeling enterprise? Is the prohibition written and communicated to children and their parents?

No

Yes

Priority

Note:	

Placing and using of materials and tools:

6. Take unnecessary materials out of the working station.

No

Yes

Priority

Note:	

7. Prepare/keep materials/tools in good order/condition.

No

Yes

Priority

Note:	

8. Use boots, gloves and separate clothes while working in the crabs/shrimps peeling enterprise.

No

Yes

Priority

Note:	

9. Use the iron trap to pick up sea products to avoid any burning and cutting.

No

Yes

Priority

Note:	

10. Use push-carts to move heavy materials to reduce manual labour force and increase productivity.

No

Yes

Priority

Note:	

11. Are workers properly trained in the safe use of materials/equipment/tools?

No

Yes

Priority

Note:	

Means for welfare facilities:

12. Is there a sufficient supply of safe drinking water?

No

Yes

Priority

Note:	

13. Are there a sufficient number of toilets for men and women in the working complex?

No

Yes

Priority

Note:	

14. Are toilets regularly cleaned?

No

Yes

Priority

Note:	

15. Is soap and toilet tissues provided?

No

Yes

Priority

Note:	

16. Is there any equipment/material to protect and/or eradicate bad smell to avoid workers from poisoning, fatigue and headache?

No

Yes

Priority

Note:	

17. Are there sufficient washbasins with fresh water in the work complex?

No

Yes

Priority

Note:	

18. Is there proper rest corner out of working station and in the working complex?

No

Yes

Priority

Note:	

19. Is there a sufficient number of first aid boxes be accessible in emergency case?

No

Yes

Priority

Note:	

20. Are worker properly trained in the safe use and maintaining protective gears and in regular checking of those protective gears?

No

Yes

Priority

Note:	

Workplaces:

21. Clean and dry workplace to avoid slippery.

No

Yes

Priority

Note:	

22. Prepare rooms for placing personal belongs and change cloths of workers.

No

Yes

Priority

Note:	

23. Make more windows under roof, walls, and/or ceilings to absorb sufficient air in and out.

No

Yes

Priority

Note:	

24. Install a sufficient number of ventilators to effectively absorb air in and out the working station, and reduce bad smell.

No

Yes

Priority

Note:	

25. Prepare proper eating corners (for lunch) in the working complex.

No

Yes

Priority

Note:	

26. Provide sufficient light at the working stations, in particular crabs and shrimps peeling room.

No

Yes

Priority

Note:	

27. Prepare proper and safe electric wires system in order to avoid any accident at working stations and in working complex.

No

Yes

Priority

Note:	

28. Equip a sufficient number of fire extinguishers at the workplaces, and they are easily accessible.

No

Yes

Priority

Note:	

<p>Name of Workplace Monitoring Team Leader:</p> <p>Name of employer/owner:</p> <p>Address:</p> <p>Date of monitoring:</p> <p>Number of monitoring:</p>
--

4. Checklist for self-monitoring and assessment on occupational health and safety for home-based fishing work

Checklist is a useful tool. It contains all the relevant general information related to simple, effective and low cost implementation approaches to improve productivity and at the same time occupational health and safety of home-base fishing work.

For this purpose, checklist is the only tool that helps us to understand about policy on occupational health and safety in fishing sector where many children are always involved in those working activities. Additionally, information filled in this checklist is not only for monitoring the problems, but also for taking action for improvement.

In this case, if your answer is **Yes**, it means that children and their parents fulfil the basic occupational safety and health standards as expected. For verifying the answers, therefore, we suggest another member of the family to also fill this checklist directly to see if his/her assessment is the same as others in the family.

However, if the answers of some questions were **No**, this means that something can be done to further improve safety and health standards of family. In this case, you will need to decide:

- What action needs to be taken?
- Who will do it?
- When will it be done?

This checklist aims to ensure that working children under hazardous conditions are prohibited, and assist us in assessment on occupational health and safety.

General:

1. Have parents prohibited their under 15 years-old children to involve in crabs/shrimps peeling not exceed three consecutive hours per day?

No

Yes

Priority

Note:	

2. Have parents sent their under 15 years-old children to public school or non-formal class?

No

Yes

Priority

Note:	

3. Are children aged less than 18 years old prohibited to work at night-time that starts from 2100 hour?

No

Yes

Priority

Note:	

Placing and using materials and tools:

4. Take unnecessary materials out of the workplace

No

Yes

Priority

Note:	

5. Prepare/keep equipment/materials use for fishing work in good order/condition.

No

Yes

Priority

Note:	

6. Use gloves to peel crabs/shrimps.

No

Yes

Priority

Note:	

7. Use the iron trap to pick up the sea products to avoid any cutting and burning.

No

Yes

Priority

Note:	

Workplaces

8. Clean and dry workplace to avoid slippery.

No

Yes

Priority

Note:	

9. Make more windows on the walls to absorb sufficient air in and out.

No

Yes

Priority

Note:	

10. Provide sufficient light at the workplace.

No

Yes

Priority

Note:	

11. Prepare proper and safe electric wires system in order to avoid any accident at workplace and in household.

No

Yes

Priority

Note:	

12. Are suitable chairs provided in compliance with home base situation?

No

Yes

Priority

Note:	

<p>Name of Com. Monitoring Team Leader:</p> <p>Name of parents/hh head:</p> <p>Address:</p> <p>Date of monitoring:</p> <p>Number of monitoring:</p>
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5. Information on salt sector

The research found a total of 650 working children are working in salt production in three salt fields, including Chumkri, Traey Koh and Kon Sat. Of that 460 children (70.76%) are working full-time and 190 working children (29%) are currently attending school.

Of the working children covered during the survey, 516 children, or 79% reported having suffered work-related health problems. 244 working children (37%0 reported experiencing these problems several times per week or month. The figure of 79% suffering from various health problems is cause for some concern, particularly since most of the children do not have access to medical services.

5.1 Work hazards faced by children in salt production

- sore shoulders, tiredness, light dizziness (from bending over/standing up when gathering salt in hot weather);
- general-severe fatigue (severe dizziness if hot weather and in poor health);
- hot water stings feet (walking in salt water);
- salt crystals chafe feet (walking on salt bed);
- cuts hands and feet;
- foot blisters (walking on salt bed); and
- bruised foot (hitting foot with packing tool).

6. Checklist for self-monitoring and assessment on occupational health and safety for salt production sector

Checklist is a useful tool. It contains all the relevant general information related to simple, effective and low cost implementation approach to improve productivity and at the same time occupational health and safety of workers in the salt production sector.

For this purpose, checklist is the only tool that helps us to understand about policy on occupational health and safety for the salt production sector where many children are always involved in those working activities. Additionally, information filled in this checklist is not only for monitoring the problems, but also for taking action for improvement.

In this case, if your answer is **Yes**, it means that salt field's owners or employers meet the basic occupational health and safety standard as expected. For verifying the answers, therefore, we suggest the workers to also fill this checklist to see if their assessments are the same as those of owners or employers.

However, if the answers of some questions were **No**, this means that something can be done to further improve health and safety of the salt production sector. In this case, you will need to decide:

- What action needs to be taken?
- Who will do it?
- When will it be done?

This checklist aims to ensure that working children under hazardous conditions are prohibited, and assist us in assessment on occupational health and safety.

General:

1. Is there any measure to protect workers under 18 years old be written and communicated to workers and/or their parents?

No
 Yes
 Priority

Note:	

2. Are names of workers under 18 years old listed?

No

Yes

Priority

Note:	

3. Are children under the age of 15 years old prohibited to lift, pull, push, and move weight in salt production fields? Is the prohibition written and communicated to employers and workers?

No

Yes

Priority

Note:	

4. Has weight lifting, pulling, pushing and moving in the salt production fields of workers aged between 15 to 18 years old been practiced in according to the manual weight lifting PRAKAS of the Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation? Is the instruction written and communicated to employers and workers?

No

Yes

Priority

Note:	

5. Are children aged less than 15 years old prohibited to work not to exceed more than 2 executing hours per day in the salt production fields? Is the prohibition written and communicated to children and their parents?

No

Yes

Priority

Note:	

Placing and using of materials and tools :

6. Use push-carts/small plastic basket to move/carry salt in/out the where-house to reduce manual labour force and increase productivity.

No Yes Priority

Note:	

7. Use boots, gloves, hats and separate working clothes while working in the salt production field.

No Yes Priority

Note:	

8. Prepare/and place materials/equipment/tools in proper/in good order.

No Yes Priority

Note:	

9. Are workers properly trained in the safe use of materials/equipment/tools?

No Yes Priority

Note:	

Means for Welfare Facilities

10. Is there a sufficient supply of safe drinking water?

No Yes Priority

Note:	

11. Are there a sufficient number of toilets for men and women in the working complex?

No Yes Priority

Note:	

12. Are toilets regularly cleaned?

No Yes Priority

Note:	

13. Is soap and toilet tissues provided?

No Yes Priority

Note:	

14. Ensure that workers, who worked with hazardous substances , washed their hands with soap before eating or drinking.

No

Yes

Priority

Note:	

15. Are there sufficient washbasins with fresh water in the work complex?

No

Yes

Priority

Note:	

16. Is there a sufficient number of first aid-boxes and are they accessible in emergency case?

No

Yes

Priority

Note:	

17. Do salt production fields have infirmaries or a doctors and/or nurses on duty during working hours?

No

Yes

Priority

Note:	

18. Are worker properly trained in the safe use and maintaining protective gears and in regular checking of those protective gears?

No

Yes

Priority

Note:	

Workplaces

19. Are long chairs with roof provided for workers to take a short break?

No

Yes

Priority

Note:	

20. Prepare suitable passageway for moving salt in/out the where-house.

No

Yes

Priority

Note:	

21. Prepare rooms for placing personal belongs and change clothes of workers.

No

Yes

Priority

Note:	

Housing

22. Provide sufficient number and proper houses for families, by separating between families or between men and women in the working complex.

No Yes Priority

Note:	

23. Make proper windows, roof, walls and/or ceilings and provide electricity at night.

No Yes Priority

Note:	

Lighting

24. Provide sufficient light in the warehouses while the workers are working.

No Yes Priority

Note:	

<p>Name of Workplace Monitoring Team Leader:</p> <p>Name of employer/owner:</p> <p>Address:</p> <p>Date of monitoring:</p> <p>Number of monitoring:</p>
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7. Information on rubber plantation

The research found a total of 948 working children are involving in working in Chub Rubber Plantation, ranging among different villages from 12% to 57%. A small percentage of children started working at the plantation at the aged of 6-9 years. These figures increase gradually: by the age of 14, more than 40% worked at the plantation, and this was 50% of the 15 years old children.

Overall, 10% of the working children worked 5-7 hours/day, and 33% (approximately 310 children) worked 8 hours or more on a daily basis. Most children worked 7 days/week and had 1 day off per month. A total of 565 children were both working at the rubber plantation and not going to school.

7.1 Work hazards faced by children in rubber plantation

- headache, fevers, dizziness;
- falling from the ladder and remaining unconscious for a while;
- mosquitoes, snakes, insects, and scorpions bites;
- carrying heavy weigh;
- backaches;
- stomach ache (no drinking water and irregular meal); and
- have sensitive skin that developed an allergic, itchy skin reaction if latex spilled over the skin.

8. Checklist for self-monitoring and assessment on occupational health and safety for rubber plantation sector

Checklist is a useful tool. It contains all the relevant general information related to simple, effective and low cost implementation approaches to improve productivity and at the same time occupational health and safety in rubber plantation.

For this purpose, checklist is the only tool that helps us to understand about policy on occupational health and safety in rubber plantation where many children are always involved in those working activities. Additionally, information filled in this checklist is not only for monitoring the problems, but also for taking action for improvement.

In this case, if your answer is **Yes** it means that owners of plantation or managers of workplaces meet the basic occupational safety and health standards as expected by owners, managers and workers. For verifying the answers, therefore, we suggest the worker's representatives, union's representatives and workers to also fill this checklist directly to see if their assessments are the same as those of management.

However, if the answers of some questions were **No** this means that something can be done to further improve safety and health standards at workplaces of rubber plantation. In this case, you will need to decide:

- What action needs to be taken?
- Who will do it?
- When will it be done?

This checklist aims to ensure that working children under hazardous conditions are prohibited, and assist us in assessment on occupational health and safety.

General:

1. Is there any measure to protect workers under 18 years old written and communicated to workers and/or their parents?

No

Yes

Priority

Note:	

2. Are names of workers under 18 years old listed?

No

Yes

Priority

Note:	

3. Are workers under the age of 16 years old prohibited to climb up the ladder? Is the prohibition written and communicated to workers?

No

Yes

Priority

Note:	

4. Are children aged less than 15 years prohibited not to work for more than 3 hours per day? Is this prohibition being written and communicated to those children and their parents?

No

Yes

Priority

Note:	

5. Are working children aged less than 18 years prohibited to work with acids and chemical substances?

No

Yes

Priority

Note:	

Placing and using materials and tools:

6. Use special equipment (such as push carts) for loading and moving heavy materials such as latex containers and ladders.

No

Yes

Priority

Note:	

7. Improve the height of equipment to avoid bending down or using hands at higher position while working.

No

Yes

Priority

Note:	

8. Provide ladders with corrected height and hard.

No

Yes

Priority

Note:	

9. Ensure that acid and chemicals ointments are stored in covered and safe containers or cans.

No

Yes

Priority

Note:	

10. Are workers properly trained in the safe use of equipment?

No

Yes

Priority

Note:	

Means for welfare facilities

11. Is there a supply of safe drinking water?

No

Yes

Priority

Note:	

12. Are there a sufficient number of toilets for men and women reasonably close to the main working area?

No

Yes

Priority

Note:	

13. Are toilets regularly cleaned?

No

Yes

Priority

Note:	

14. Is soap and toilet tissues provided?

No

Yes

Priority

Note:	

15. Ensure that workers, who worked with hazardous substances, washed their hands with soap before eating or drinking.

No

Yes

Priority

Note:	

16. Provide raincoats, boots and working cloths to workers.

No

Yes

Priority

Note:	

17. Are there a sufficient number of first-aid stations/boxes be available under emergency case?

No

Yes

Priority

Note:	

18. Does rubber plantation have an infirmary or a doctor and/or nurse on duty during working hours?

No

Yes

Priority

Note:	

19. Are workers properly trained in the safe use and maintaining protective gears and in regular checking of those protective gears?

No

Yes

Priority

Note:	

Workplaces:

20. Take unnecessary materials out from workplaces.

No

Yes

Priority

Note:	

<p>Rubber plots no.:</p> <p>Name of supervisor of rubber plot:</p> <p>Sub-monitoring team:</p> <p>Date of checking:</p>
