



International
Labour
Organization

► E-learning programme on rights, responsibilities and representation for children, youth and families (3Rs)

Module 4. Work and resources in the family

Most people today struggle between managing work and household chores. Women struggle the most, particularly working women. The extra responsibilities placed on women often hurt family happiness. Sometimes, even children are forced to work for money as child labourers, which takes away their childhood.

This module helps you learn how to jointly share family responsibilities and allow children to flourish through education and play instead of child labour.

Happy learning!





Attribution 4.0 International (CC BY 4.0)

This work is licensed under the Creative Commons Attribution 4.0 International. To view a copy of this licence, please visit <https://creativecommons.org/licenses/by/4.0/>. The user is allowed to reuse, share (copy and redistribute), adapt (remix, transform and build upon the original work) as detailed in the licence. The user must clearly credit the ILO as the source of the material and indicate if changes were made to the original content. Use of the emblem, name and logo of the ILO is not permitted in connection with translations, adaptations or other derivative works.

Attribution – The user must indicate if changes were made and must cite the work as follows: *ILO, E-learning programme on rights, responsibilities and representation for children, youth and families (3Rs)*, Yangon: International Labour Office, 2024. ©ILO.

Translations – In case of a translation of this work, the following disclaimer must be added along with the attribution: *This is a translation of a copyrighted work of the International Labour Organization (ILO). This translation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO translation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the translation.*

Adaptations – In case of an adaptation of this work, the following disclaimer must be added along with the attribution: *This is an adaptation of a copyrighted work of the International Labour Organization (ILO). This adaptation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO adaptation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the adaptation.*

Third-party materials – This Creative Commons licence does not apply to non-ILO copyright materials included in this publication. If the material is attributed to a third party, the user of such material is solely responsible for clearing the rights with the rights holder and for any claims of infringement.

Any dispute arising under this licence that cannot be settled amicably shall be referred to arbitration in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL). The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of such a dispute.

Queries on rights and licensing should be addressed to the ILO Publishing Unit (Rights and Licensing) at rights@ilo.org. Information on ILO publications and digital products can be found at: www.ilo.org/publns.

ISBN: 9789220399255 (print); 978922039962 (web PDF)

Also available in Myanmar : ကလေးသူငယ်များ၊ လူငယ်များနှင့် မိသားစုများအတွက် အခွင့်အရေး၊ တာဝန်ဝတ္တရားများနှင့် ကိုယ်စားပြုခြင်းဆိုင်ရာ ဘဝတွက်တာကျွမ်းကျင်မှုအထောက်အကူပြု အီလက်ထရောနစ်သင်ကြားရေး အစီအစဉ်
ISBN: 9789220399279 (print); 9789220399286 (web PDF)

The designations employed in ILO publications and databases, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers or boundaries.

The opinions and views expressed in this publication are those of the author(s) and do not necessarily reflect the opinions, views or policies of the ILO.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Cover photo: Parents and three children. © Shutterstock

Illustration: © RICE Communication Private Limited, Yangon, Myanmar.

Printed in Myanmar

Acknowledgements

The 3Rs e-learning programme was elaborated by Busakorn Suriyasarn, ILO Consultant, and Ye Yint, National Consultant for the ILO Liaison office for Myanmar. A number of ILO staff provided technical support to produce this e-learning programme, including Selim Benaissa, Saw Hsar Ka Baw, Naw Moo Moo Hsoe, Hkun Sa Mun Htoi, Lei Kay Khine and Piyamal Pichaiwongse of the ILO Liaison office for Myanmar.

Funding for this publication is provided by the Ministry of Health, Labour and Welfare, Japan Government of the project “Achieving reduction of child labour in support of education: Programme to reduce the worst forms of child labour in agriculture (ARISE)” (RAS/19/07/JPN). Funding for this publication is jointly provided by the UK Government through its Foreign Commonwealth and Development Office (FCDO) under the ILO Project “Asia Regional Child Labour Programme (ARC)” (RAS/19/04/GBR). Funding for this ILO publication is jointly provided by the United States Department of Labor (USDOL) under cooperative agreement number IL-25263-14-75-K of the Project “Myanmar Programme on the Elimination of Child Labour (My-PEC)” (MMR/13/10/USA). The hundred per cent of the total costs of the My-PEC Project is financed with federal funds, for a total of US\$9,150,000.

This publication does not necessarily reflect the views of policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.

Course outline

Lesson 1

Teamwork makes the dream work	1
-------------------------------------	---

Lesson 2

Learning objectives	3
---------------------------	---

Lesson 3

Sharing is caring	4
-------------------------	---

Lesson 4

Saving children	15
-----------------------	----

Lesson 5

Self-evaluation	23
-----------------------	----

Lesson 6

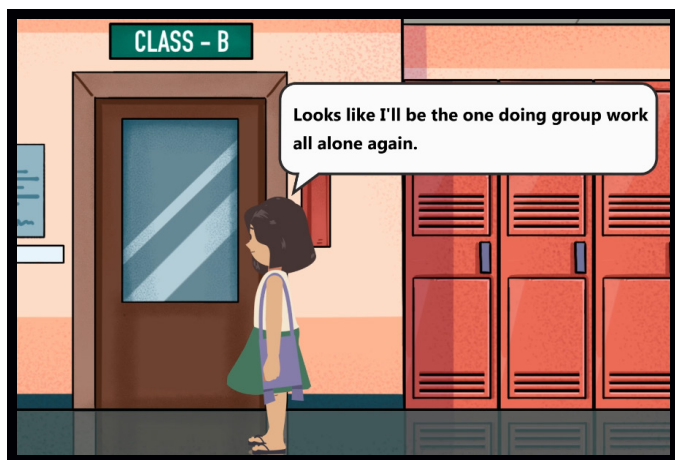
Summary	26
---------------	----

Answers annex	28
----------------------------	----

► Teamwork makes the dream work

Science exhibition planning

Read how Mohammed, Noe Noe and Phoe Wah are planning for the science exhibition.





Can you think of ways Mohammed and Phoe Wah could have helped Noe Noe?

▶ Learning objectives



This module will help you to:

- ▶ Identify how to share work, resources and responsibilities within a family.
- ▶ Describe how the expectations of family and society affect gender roles.

Ready to begin learning?

Lesson 3 of 6

► Sharing is caring

Distribution of work within the family



Family washing clothes in the river, Myanmar. © Marcel Crozet/ILO

Take a few moments and think of who does what in your family:

Who works for income in your family?

Who does most of the housework?

If someone is ill in your family, who takes care of them?

What's your role in the family?



A clock hanging on the wall. © Shutterstock

Reflect on how you spend your time each day.

Think of all the different activities you do during a regular day – from the time you wake up, to the time you go to bed.

After thinking through your day, reflect on the following questions:

- ▶ What are the work challenges during your day?
- ▶ Do you think your day is the same as that of other family members?
- ▶ Are household duties fairly divided among your family members?
- ▶ How is the work distribution between women and girls and men and boys in your family?
- ▶ Do all family members have an equal chance and equal time to do their favorite activities?

Most likely, your day is different from that of your other family members. There will also likely be differences in household responsibilities based on traditional gender roles.



Woman cooking, Myanmar. © Marcel Crozet/ILO



Man sharpening a blade, Myanmar. © Marcel Crozet/ILO

Do you think the distribution of household work between men and women is logical? And who decides who does what?



Woman cooking, Myanmar. © Marcel Crozet/ILO

When you think about it, the division of household work in most families isn't logical. Household work can be done by anyone, but is often assigned to women and girls in the family because men worked outside the home in the old days to support the family. Tradition and societal perceptions are responsible for this division of labour.

Boys are raised to think that household chores are only for women and girls. Even when women work outside the home (just like men) and girls go to school (just like boys), women and girls are still expected to do housework and care work at home too.

Women and girls worldwide spend more hours doing housework than men and boys, leaving them less time for development and leisure activities.

What can you do to deal with the unfair distribution of household work in your family?



Family holding hands and walking along a boardwalk, Myanmar. © Shutterstock

The answer is simple: Make changes.

Think of what can be changed to ensure that everybody in the family gets a fair share of the workload and household responsibilities.

The workload shouldn't be based on gender divisions. Raise boys in the family with the idea that everybody can do all household activities.

Changing the distribution of work in the family is difficult. Breaking patterns isn't easy, but it is possible. Change is a must for a happy family.

Distribution of resources and benefits in the family

Every family tries to provide for family members. Fathers and mothers work to earn income to provide their children with food, shelter, education and good life opportunities. Every family wants good health, happiness and a good future.

But does everyone in the family get to enjoy the fruits of family labour equally? For family happiness, family members should have equal access to resources and benefits.

What are family resources and benefits?

See the table below to learn about family resources.

Resources



Man using farming equipment in a rice paddy field, Myanmar. © Shutterstock

Resources are material assets or tools that individuals, families, organizations and communities have that can be used to generate income, wealth and benefits.

Resources can be both “tangible” and “intangible”.

Tangible resources



Fisherman with a net of fish. © Shutterstock

Tangible resources are physical assets that can be seen or touched. A few examples of tangible resources in a family could be a house, a piece of land, a car, food, crops, water, and so on.

Intangible resources



Family standing in front of their home, Myanmar. © Shutterstock

Intangible resources can't be physically seen or touched, but can still be felt and used. A few intangible resources in a family are love, trust, family bond, education, opportunity for self-development, work skills, social status, and so on.

Human resources



Elderly woman and young child in an embrace, Myanmar. © Shutterstock

Intangible resources can't be physically seen or touched, but can still be felt and used. A few intangible resources in a family are love, trust, family bond, education, opportunity for self-development, work skills, social status, and so on.

Humans themselves are a type of resource. People can produce many benefits for themselves with their time, education and skills. So, every single family member is a human resource.

Benefits are good things that can result from the use of resources. You can turn some benefits into resources that can then be used to create even more benefits. Benefits include education, investments, happiness, security from enjoying benefits, and so on.

Now that you know about family resources and benefits, can you classify them in the family scenario below?

The U Thu Kha family



The U Thu Kha family is a family of seven living in a rented, three-room house. They are a happy family with three income-earning members.

Read on for some more details about the family.

Family members	Name and age	Role in family
Father	U Thu Kha	He is a trishaw driver. He takes his 3 children to school in his trishaw every day before starting work.
Mother	Daw Cho	She is a street snack vendor. She takes her bicycle cart to sell snacks at the street corner.
Eldest daughter	Ma Phyu: 17 years old	She is a middle-school graduate. She does housework and sews cloth toys for a factory to earn extra income for the family.
Middle twins	Ma Thandar and Mg Thura: 15 years old	They study in Grade 9 and will go to high school soon. Ma Thandar helps with housework when she is home. Mg Thura plays football with his friends when free.
Youngest son	Mg Kyaw: 8 years old	He watches television in the evenings and on weekends.
Grandmother	Daw Khin: 67 years old	She sometimes helps Ma Phyu with sewing. Otherwise, she likes to listen to the radio.

Having gone through the details of the U Thu Kha family, think a bit about the answers to the questions below.

What are the resources and benefits of the family? What can be called both a resource and a benefit in the family?

For each of the items below determine whether it is a resource, a benefit, or both a resource and a benefit. Mark your choice in the correct column in the table below.

Item	Resource	Benefit	Both resource and benefit
Sewing Machine			
Snacks			
Daw Cho			
Income			
Trishaw			
Trishaw ride to school for children			
Rented house			
Radio			
Happiness			
Television			
U Thu Kha			
Bicycle cart			
Children's education			
Ma Phyu			

Could you correctly identify the U Thu Kha family's resources and benefits?

See below to see if your responses match the correct answers.

Resources

The U Thu Kha family resources include:

- ▶ U Thu Kha
- ▶ Daw Cho
- ▶ Ma Phyu
- ▶ Rented house
- ▶ Sewing machine
- ▶ Bicycle cart
- ▶ Trishaw

Benefits

The family benefits coming from their resources include:

- ▶ Trishaw rides to school for children
- ▶ Happiness

Both resource and benefits

The things in the family that are both a resource and a benefit include:

- ▶ Snacks: Snacks can be food for the family (benefit) and a product to sell (resource) to make income.
- ▶ Children's education: Education is an investment towards a future resource, as it provides knowledge and skills to the children. With these knowledge and skills, the children will have good earning opportunities, which will become a resource in the future.
- ▶ Income: Income is the money required to run the family household.
- ▶ Radio and television.

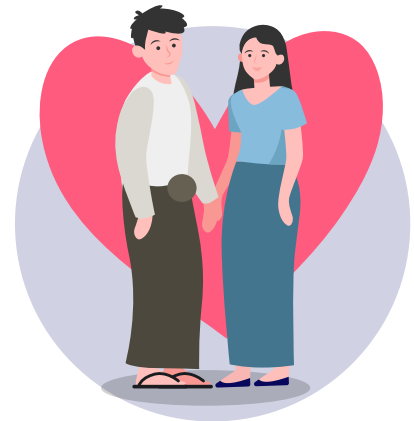
Now, let's say there has been a change of fortune in the U Thu Kha family's situation, and the family goes through some tough situations that challenge its resources.



Grandmother Daw Khin
is hospitalized.



Children cannot go
to school.



Ma Phyu wants to
marry.



Daw Cho's bicycle
is broken.



Family wants a loan.

You need to help the family with good resource management in these rough situations.

What solutions to their problems can you think of for each circumstance?

1. Grandmother Daw Khin is hospitalized for three days. Someone has to stay with her in the hospital. The family doesn't have enough money to pay the hospital bills.

What should the family do in this scenario?

Choose your answer(s) – you can choose more than one. You can view the correct answers at the back of this booklet, in the Answers Annex.

☐

A

Father U Thu Kha takes grandmother Daw Khin to the hospital in his trishaw, and eldest daughter Ma Phyu stays with her.

☐

B

The family decides to discharge Grandmother Daw Khin from the hospital, against medical advice, in order to avoid accumulating more expenses, and relies on home remedies for her care.

☐

C

Twins Ma Thandar and Mg Thura take turns staying at the hospital or doing Ma Phyu's share of the housework.

☐

D

The family can borrow money from friends/relatives for hospital bills. They can try to benefit from special assistance programmes for the elderly.

2. Due to the hospital bills and medication, the family can now only afford the school fees of two children.

What are possible good solutions for the family in such a scenario?

Choose your answer(s) – you can choose more than one. You can view the correct answers at the back of this booklet, in the Answers Annex.

☐

A

The family decides to withdraw all their children from school and considers education a secondary concern until their financial situation improves.

☐

B

They work to find a scholarship for one of the twins, Ma Thandar or Mg Thura, as they are good at studies.

☐

C

Ma Thandar and Mg Thura do more housework to give their father, mother and elder sister more time to earn money.

3. The eldest daughter, Ma Phyu, wants to marry her boyfriend. The family agrees, but they worry about three things:

- ▶ The boyfriend doesn't have a permanent job.
- ▶ Wedding expenses will place a further financial burden on the family.
- ▶ Ma Phyu's marriage means losing a valuable resource that greatly helps the household.

What should the family do in this scenario?

Choose your answer(s) – you can choose more than one. You can view the correct answers at the back of this booklet, in the Answers Annex.

☐**A**

Check why Ma Phyu wants to marry right now. The family can explain to her the advantages and disadvantages of getting married so young.

☐**B**

Prioritize Ma Phyu's happiness and future stability over immediate financial concerns.

☐**C**

If Ma Phyu insists on getting married, the family can go for a simple wedding and advise the couple not to have children too soon.

4. Mother Daw Cho's bicycle cart is broken and won't be fixed for five days. The family can't buy a new cart, and Daw Cho can't afford to stop working for five days.

What should the family do?

Choose your answer(s) – you can choose more than one. You can view the correct answers at the back of this booklet, in the Answers Annex.

☐**A**

Wait for the bicycle cart to be fixed. Meanwhile, Father U Thu Kha takes Daw Cho and her desserts in his trishaw and helps her set up a stand on her usual corner.

☐**B**

The family decides to take a loan to buy a new cart, even though they are aware that it will put them under additional financial strain and worsen their overall financial situation.

☐**C**

The family decides to sell some essential household items or personal belongings to generate quick cash and buy a new cart.

5. One day the family's luck turns around. The family is selected to get a micro-credit loan from the village fund. The conditions of the credit include that the family should:

- ▶ Use the loan to produce more income.
- ▶ Repay the loan in monthly installments within one year with 2 per cent annual interest.

Which of the following would be good ways for the family to invest their loan money?

Choose your answer(s) – you can choose more than one. You can view the correct answers at the back of this booklet, in the Answers

☐

A

If Ma Phyu marries, invite the couple to join the family business. The family can buy Ma Phyu or her husband another bicycle cart to sell more traditional snacks or buy another trishaw for Ma Phyu's husband.

☐

B

The family decides to use the loan to renovate their home or purchase expensive furniture and appliances, overlooking the condition of using the loan to generate more income.

☐

C

If Ma Phyu doesn't marry, give her some money to train herself for a better job or to start a small business.

Can you think of the messages coming from the U Thu Kha family?



The simple messages from the U Thu Kha family are that:

- ▶ Every family has resources, as well as some benefits derived from using these resources.
- ▶ All family members, regardless of gender, should have fair and equal access to resources and benefits.
- ▶ Everyone in the family should have a say in deciding how to use family resources and benefits.
- ▶ Even with limited resources, their wise use can help a family sustain its happiness and welfare.

Learning milestone

There is a family of four living in a house in a village. In the family, the father works on the family farm. He rides to work on a motorbike. The mother is a vendor selling vegetables from the family farm. She often uses a bicycle to sell vegetables in the market. The two children in the family go to school. Overall, the family is happy and secure.

What are the resources and benefits of the family? What can be called both a resource and a benefit of the family?

Match the item on the left with the correct choice on the right. You can view the correct answers at the back of this booklet, in the Answers Annex.

1

Resources and benefits

AHouse, motorbike, bicycle,
farm, vegetable business**2**

Benefits

B

School, happiness, security

3

Resources

CVegetables, children's
education, income

**While adults are commonly expected to work,
what's your view on children working?**

Lesson 4 of 6

▶ Saving children

Have you ever had to work when you wanted to play?

Imagine having to work every day instead of going to school or spending time with your friends. It's not a good situation. Children shouldn't have to work for a living before they reach the legal working age.

What should be the right age for children to start working for money?



Gavel. © Shutterstock

The answer to this question may vary. For most countries, the minimum legal working age is around 15 years old. In Myanmar, the minimum age children can start working is 14, but only under certain conditions. As per the Myanmar labour laws, children between:

- ▶ the ages of 14 and 15 years can only do light and safe work for up to 4 hours maximum per day; and
- ▶ the ages of 16 and 18 years can work like adults, but can't do overtime or engage in any hazardous work.

Any work done by children below the minimum age (as per law) is unacceptable. It is considered a form of child labour, which refers to work that is mentally, physically, socially, or morally dangerous and harmful to children.

Does this mean that young children shouldn't work at all?

No. Not all work done by children counts as child labour. There is a difference between child work and child labour.

See the cards below to learn the difference between child work and child labour.

Child work



Child work is any safe work performed by children that is appropriate for their age. Below the age of 16, limited child work, maybe a couple of hours of light work daily, is fine as long as the child goes to school and has time for play, study and sleep. However, children under the age of 14 should not be engaged in paid employment (as per Myanmar law). Between the ages of 16 and 18, children are allowed to work full-time, but this work must not be hazardous.

Child work is important for children to gain skills, self-confidence and a sense of responsibility.

Examples:

- a 10-year-old doing light cleaning around the house or washing dishes;
- a 15-year-old working 3 hours per day as a shop assistant;
- a 17-year-old working in a garment factory, but not operating any heavy machinery or under hazardous conditions.

Child labour



Child labour refers to work that is mentally, physically, socially, or morally dangerous and harmful to children.

Whether or not work can be called “child labour” depends on the child’s age, the nature of the work, the hours of work, and the conditions of work.

Examples:

- a child under 14 working for more than 3-4 hours a day in a tea shop;
- a 14-year-old working full-time on a plantation;
- a 17-year-old working in a hazardous work place like a mine or on a fishing boat;
- any child working as a beggar, as a

What is “light and safe work” for children who old enough to work? What kind of work is acceptable or unacceptable for them?

Mark each of the types of work below as being acceptable or unacceptable for children. You can view the correct answers at the back of this booklet, in the Answers Annex.

Type of work	Acceptable work for children	Unacceptable work for children
Teaching small children		
Working in construction		
Working in a family vegetable garden on the weekends		
Sweeping the house every morning		
Posing for sexy photos online for big pay		
Babysitting a neighbour’s kid sometimes		
Working as a child domestic servant from morning till night		
Helping parent in cooking		
Working in the restaurant kitchen from 6 p.m. to 10 p.m.		
Working as bonded labourers		
Working in a mine		
Washing clothes for parents at home		
Working on a farm to pay off the family debt		
Working part-time at a local convenience store 2 hours a day		
Working as a child soldier		

What about child domestic work? Is it child labour?



Child domestic work is work children do in others' households for money. It's one of the most common and traditional forms of work for children, especially for girls.

It is common because many parents consider girls to be safer in a private household than in a workplace, but this is not true. Many child domestic workers, mostly girls, work in unsafe conditions and are poorly treated by their employers. This being the case, domestic work performed by children is considered to be child labour.

How does child labour affect a child?



Young girl working in a rice paddy field, Myanmar. © Shutterstock

The effects of child labour on children are serious.

Child labour:

- ▶ pushes them into further poverty – child labourers are likely to become poor adults.
- ▶ destroys their childhood, their potential and their dignity.
- ▶ interferes with their schooling and development.
- ▶ causes extreme physical damage, such as poor growth, poor health, physical injuries and diseases resulting from accidents, unsafe working conditions and abuse.
- ▶ causes emotional damage in children, such as anxiety, lack of trust, and aggressiveness.

Knowing the serious effects of child labour, why do parents put their children into child labour situations, and why do employers use child labourers?



Young children working in various industries. © Shutterstock

Reasons for parents:

Poverty is the main reason for child domestic work and child labour. Poor parents face many financial challenges related to food, shelter, education costs, migration costs and more. Parents in financial difficulty push their children to work for extra money to meet the basic needs of the family. Extra income from children in such poor families is important for their survival.

Reasons for employers:

Employers use child labourers because children are easier to manage. Children are less aware of their rights, less demanding, less troublesome, more obedient, more trustworthy, and less likely to be absent from work.

Unscrupulous employers take advantage of people's poverty and use child labour to earn more profits for themselves. Child labourers often don't get paid for their work. Sometimes the employers give the pay directly to the parents, or the children's labour is given as "payment" for a debt, so the children are in debt bondage. Sometimes the children are only given food and a place to sleep in exchange for their labour.

Which sector has the highest incidence of child labour?



Young boy working in a field, Myanmar. © Shutterstock

The agriculture sector has the highest incidence of child labour. Agriculture is considered one of the most dangerous forms of work for children.

Children working in this sector have to do heavy work in extreme weather conditions. They are exposed to toxic chemicals (such as pesticides) and dangerous heavy machines that can cause serious accidents. All the above is referred to as hazardous work, which means that such work is considered one of the worst forms of child labour.

Who suffers the most as child labourers, boys or girls?



Young boy carrying heavy sacks, Myanmar. © Shutterstock



Young girl weaving palm leaves, Myanmar. © Marcel Crozet/ILO

The correct answer is that both boys and girls suffer as child labourers – physically, emotionally and (sometimes) sexually.

Due to traditional values, girls are more vulnerable to exploitation and abuse, especially where girls have lower status, as in the case of child domestic labour. Another reason is that household chores are often done by girls, which means that once they finish their paid work, they often still have to do household chores.

However, boys can also suffer extreme abuse, exploitation and violence, as in the cases of child soldiers, camel jockeys, sexual exploitation, and dangerous jobs like mining and construction.

What about the children's own will? What if they want to work for money?



Girl counting money, Myanmar. © Marcel Crozet/ILO

Rarely would a child want to work instead of play, but due to the weight of poverty, some children want to help their parents. Other times, children choose child labour because they want to run away from child abuse or other family problems.

However, children don't understand the harmful effects of child labour. They don't have a complete sense of their actions until their physical and mental development continues into their late teens. So, until the time comes when they gain the ability to adequately make decisions for themselves, laws need to protect children from child labour.

How does one prevent exploitation through child labour?



Child holding a cardboard sign. © Shutterstock

Remember, the main cause of child labour is poverty. One thing that can help children out of poverty is education.

Education:

- reduces the chances of children starting work early;
- aids child development through the knowledge and skills taught in schools; and
- expands opportunities in regard to career choices and securing a better standard of living.



Group of students walking together, Myanmar. © Shutterstock

Learning milestone

A 15-year-old boy works with sharp tools on a farm for 4 hours daily.

Is this child work or child labour?

Select your answer below. You can view the correct answers at the back of this booklet, in the Answers Annex.

☐**A**

Child work

☐**B**

Child labour

Lesson 5 of 6

▶ Self-evaluation

Well done!

You've almost completed **Module 4. Work and resources in the family.**

Here is a self-evaluation with questions designed to help you identify any learning gaps. This is not a test because, while you will receive a score, there is no passing score. Use your score to identify what you may need to go back and re-review.

You can attempt this self-evaluation as many times as you like!

All the best.

You can view the correct answers at the back of this booklet, in the Answers Annex.

Question 1 of 6

A family of four live in a village in a small town. Father is a farmer and works on his farm. He owns a small tractor and earns well. Mother is a snack vendor. She has a bicycle cart. Grandmother stays home and takes care of the 3-year-old granddaughter. Overall, the family is happy with their lives.

What are the tangible, intangible, and human resources in the family?

Match the terms on the left to the correct examples on the right.

1

Human resources

A

Tractor, bicycle cart, farm, snack business

2

Intangible resources

B

Happiness, grandma's care, family security

3

Tangible resources

C

Grandmother, father, mother

Question 2 of 6

Match the terms on the left to their correct examples.

1

Child domestic work

A

Cleaning, cooking, babysitting to help the family

2

Child work

B

Working full-time like adults, sometimes without pay

3

Child labour

C

Doing household chores in other people's homes for money

Question 3 of 6

Dedan and Phyu are a couple. Phyu stays home. She is a good cook and often cooks tasty dishes for Dedan. Dedan works in a factory and earns for the family. Dedan has developed a severe disease, so he won't be able to work for at least 2 months. There is no other income-earning family member.

What could be one of the best ways to manage this crisis and continue earnings?

Select your answer below.

☐**A**

Dedan can borrow money from his employer and relatives.

☐**B**

Phyu can start a small food business from home.

☐**C**

Dedan can use his savings till he returns to work.

Question 4 of 6

Soe is a 14-year-old boy. His family is in a financial crisis. He wants to quit school and take up an 8-hour-per-day job at a toy shop for money.

Which of the statements is true in his case?

Select your answer(s) below – more than one answer is possible.

☐**A**

Soe can start work at this age.

☐**B**

Soe can't work till he is 18 years of age.

☐**C**

Soe can work as long as he continues schooling.

☐**D**

Soe can work for only up to 4 hours maximum.

Question 5 of 6**Which of the following would be considered to be child labour?**

Select your answer(s) below – more than one answer is possible.

☐**A**

Any work which is dangerous for the child's age.

☐**B**

Any light work that children do at home to help their families.

☐**C**

Any work that parents force on children for money.

☐**D**

Any work that interferes with the child's schooling.

☐**E**

Any work done by children below the legal minimum age for work or employment.

Question 6 of 6

Khin and May are a couple who both work. They have a 5-year-old child who goes to school. May often wakes up early to cook for the family and prepares her son for school. She then rushes to work and works till late. After work, she cooks dinner and completes all the household chores before sleep. She is fully tired by the end of the day.

How can May's situation be improved?

Select your answer(s) below – more than one answer is possible.

☐**A**

Khin can prepare their son for school in the morning while May cooks, and then the next day they can swap duties so that Khin cooks while May prepares their son for school.

☐**B**

May simply has to manage it this way, as Khin is not supposed to do household work.

☐**C**

Khin can take responsibility for some household chores to help May.

☐**D**

May leaves her job and stays home for family care.

Lesson 6 of 6

► Summary

As you come to the end of this module, let's take a moment to recap the key learnings.



Group of people with a bicycle, Myanmar. © Shutterstock

Sharing the load

A family that wants to be happy should:

- Make an effort to change the traditional mindset that household work is only for girls, not boys.
- Ensure a fair division of household work, resources and benefits among the family members.

Saving children

There is work that is acceptable for children and work that is unacceptable for children. Children should never do work that:

- Threatens their lives, exhausts their strength, or damages their bodies, minds or morals.
- Prevents them from getting an education or training for a better future.

**Thank you! We hope you found this
learning module useful.**

**This module can also be accessed online at
<https://ecampus.ilooyangon.org/>**

Answers annex

Lesson 3, Page 11

1. Grandmother Daw Khin is hospitalized for three days. Someone has to stay with her in the hospital. The family doesn't have enough money to pay the hospital bills.

What should the family do in this scenario?

If you selected A, C, and D, you are correct. Well done!

2. Due to the hospital bills and medication, the family can now only afford the school fees of two children.

What are possible good solutions for the family in such a scenario?

If you selected B and C, you are correct. Well done!

3. The eldest daughter, Ma Phyu, wants to marry her boyfriend.

What should the family do in this scenario?

If you selected A and C, you are correct. Well done!

4. Mother Daw Cho's bicycle cart is broken and won't be fixed for five days. The family can't buy a new cart, and Daw Cho can't afford to stop working for five days.

What should the family do?

If you selected A, you are correct. Well done!

5. One day the family's luck turns around. The family is selected to get a micro-credit loan from the village fund.

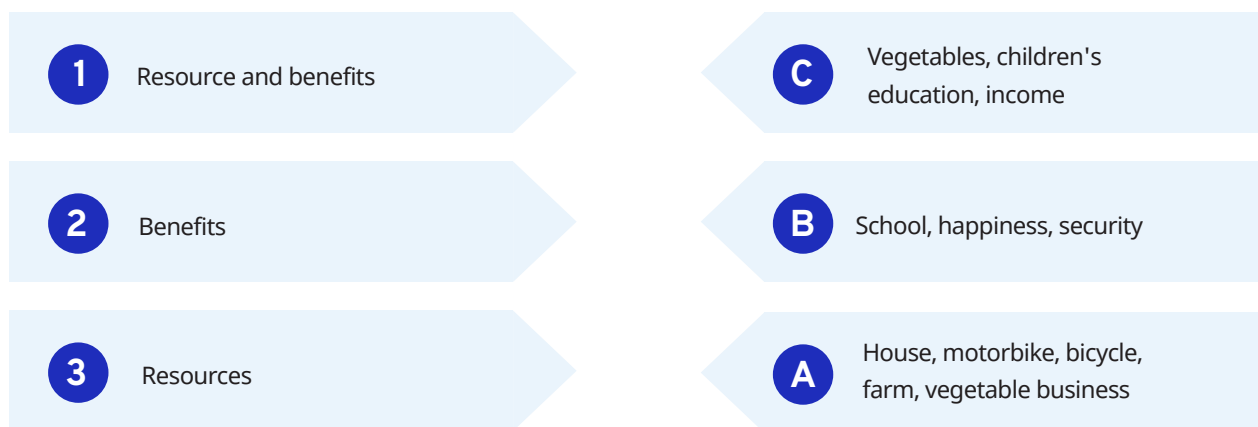
Which of the following would be good ways for the family to invest their loan money?

If you selected A and C, you are correct. Well done!

Learning milestone

What are the resources and benefits of the family? What can be called both a resource and a benefit of the family?

If you matched the answers as below, you are correct. Well done!



What is “light and safe work” for children who old enough to work? What kind of work is acceptable or unacceptable for them?

Type of work	Acceptable work for children	Unacceptable work for children
Teaching small children	✓	
Working in construction		✓
Working in a family vegetable garden on the weekends	✓	
Sweeping the house every morning	✓	
Posing for sexy photos online for big pay		✓
Babysitting a neighbour's kid sometimes	✓	
Working as a child domestic servant from morning till night		✓
Helping parent in cooking	✓	
Working in the restaurant kitchen from 6 p.m. to 10 p.m.		✓
Working as bonded labourers		✓

Type of work	Acceptable work for children	Unacceptable work for children
Working in a mine		✓
Washing clothes for parents at home	✓	
Working on a farm to pay off the family debt		✓
Working part-time at a local convenience store 2 hours a day	✓	
Working as a child soldier		✓

Lesson 4, Page 22

Learning milestone

Is it child work or child labour?

If you answered B, you are correct. Well done!

It's child labour because, as per the Myanmar labour laws, a child between 14 and 15 years of age can only do light and safe work for up to 4 hours maximum. In this case, a 15-year-old is working with sharp tools on a farm. By law, any hazardous work is unacceptable for children, and therefore such work would be considered child labour.

Lesson 5, Page 23

Self-evaluation

Question 1 of 6

What are the tangible, intangible, and human resources in the family?

If you answered as below, you are correct. Well done!

1 Human resources

C Grandmother, father, mother

2 Intangible resources

B Happiness, grandma's care, family security

3 Tangible resources

A Tractor, bicycle cart, farm, snack business

Question 2 of 6

Match the terms on the left to their correct examples.

If you answered as below, you are correct. Well done!

1 Child domestic work

C Doing household chores in other people's homes for money

2 Child work

A Cleaning, cooking, babysitting to help the family

3 Child labour

B Working full-time like adults, sometimes without pay

Question 3 of 6

What could be one of the best ways to manage this crisis and continue earnings?

If you selected B, you are correct. Well done!

Phyu is a good cook. She can use her cooking skill to start a small food business from home to continue earning. When Dedan returns to work, the family can have extra income from Phyu's business for future emergencies.

Question 4 of 6

Which of the statements is true in his case?

If you selected A and D, you are correct. Well done!

Soe can work at this age but only up to 4 hours maximum. As per Myanmar's labour laws:

- ▶ Children between 14 and 15 years old can work for up to 4 hours maximum.
- ▶ Children between 16 to 18 years can work like adults, but without overtime and not in anything hazardous.

Question 5 of 6

Which of the following would be considered to be child labour?

If you selected A, C, D, and E, you are correct. Well done!

Work performed by a child is considered to be child labour if it is:

- ▶ dangerous for the child's age;
- ▶ is forced upon the child by their parents to secure money;
- ▶ interferes with the child's schooling; or
- ▶ done by a child below the legal minimum age to work or employment.

Question 6 of 6

How can May's situation be improved?

If you selected A and C, you are correct. Well done!

Khin can share some household responsibilities with May to ease the situation. For example, one morning he can prepare their son for school while May cooks, and the next morning they can swap their roles so that Khin cooks and May prepares their son for school. Household work should not be distributed on a gender basis. Both men and women can do every form of household work. Distributing household work is a way to keep the family happy. Otherwise, the burden on one family member may lead to stress and unhappiness.

E-learning programme on rights, responsibilities and representation for children, youth and families (3Rs)

Building upon the foundation laid by the 3-R Trainers' Kit developed in 2018 and the E-learning Programme on Child Labour launched in 2022, the 3Rs e-Learning kit is a comprehensive resource designed to empower individuals and organizations working in communities vulnerable to child labour and trafficking. This kit equips its users with the necessary tools to prevent and combat these violations effectively.

With an increased number of children at risk of child labour in Myanmar due to the ongoing crisis, the 3Rs underscores the urgent need to instil understand child rights, workers' rights and gender equality among children, youth and their families in at-risk communities and workplaces.

Comprising 11 modules, the course covers a wide range of topics essential for holistic empowerment. From understanding child rights to promoting gender equality, the 3Rs e-Learning kit serves as a catalyst for positive change, providing the knowledge and skills necessary to create a more equitable and empowered society.

Fundamental Principles and Rights at Work Branch (FUNDAMENTALS)

International Labour Office
4 route des Morillons
CH-1211 Geneva 22 – Switzerland
T: +41 (0) 22 799 61 11
E: childlabour@ilo.org
W: [@ILO_Childlabour](http://ilo.org/childlabour)

ILO Liaison Office for Myanmar

No.1 (A), Kanbae (Thitsar) Road
Yankin Township
Yangon, Myanmar
T: + 95 1 7336538 ~ 9 / 579956 / 578925
F: + 95 1 7336582
E: yangon@ilo.org

