



International
Labour
Organization

► E-learning Programme on Child Labour Pack

Module 1. How important is it?

This module will help you understand how a case of child labour is defined and why is it so important to address child labour.

These concepts are your foundation, so it's a good idea to complete this module before going on to the others.





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ISBN: 9789220390146 (print); 9789220390153 (web PDF)

Also available in Myanmar : ကလေးအလုပ်သမားဆိုင်ရာ အီလက်ထရောနစ်သင်ကြားရေးအစီအစဉ် သင်ခန်းစာ ပေါင်းချုပ် ၊

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Cover photo: © Ping Non & Aye Aye Khine/ILO

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

Printed in Myanmar

Acknowledgements

This child labour e-learning course was elaborated by Brigitte Krogh-Poulsen, ILO Consultant, for the ILO Liaison Office, Yangon. A number of ILO staff provided technical support to produce this child labour e-learning pack, including Selim Benaissa, Lei Kay Khine, Saw Hsar Ka Baw, Hkun Sa Mun Htoi, Naw Moo Moo Hsoe, Piyamal Pichaiwongse and Anne Boyd of the ILO Liaison Office in Myanmar.

Funding for this ILO publication is 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). One 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. 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 publication is jointed provided by the Ministry of Health, Labour and Welfare, Government of Japan, through 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).

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Foreword

Globally, the number of children in child labour has risen to 160 million,¹ and in Myanmar, almost one in ten children between the ages of 5 and 17 are engaged in child labour². The military takeover in 2021 and the impact of the COVID-19 pandemic contributed to 1.6 million jobs lost in Myanmar in 2021,³ which heightened the risk of families resorting to child labour. With millions of children at risk, capacity-building and collective and timely responses have become even more critical.

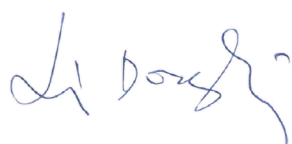
To mark the World Day Against Child Labour on 12 June 2023, ILO Myanmar was pleased to launch the “**E-learning Programme on Child Labour**” available on the [ILO Myanmar e-campus](#). The packs you are currently reading – which are also available in the Myanmar language – are print adaptations of the nine modules of the highly successful interactive child labour e-learning course available on the e-campus.

This new resource will support offline learners’ access to essential tools to tackle child labour, especially those who do not have reliable internet connections, particularly in remote, conflict-affected areas of Myanmar, as well as Myanmar migrants who are currently outside of the country.

Overall, the online and offline versions of this training package aim to equip civil society partners, social workers, employers, and workers’ organizations to effectively assess and address cases of child labour within their communities. It provides participants with comprehensive information and tools to design interventions contributing to the elimination of child labour.

I hope that these publications will be practical tools to help social partners, civil society organizations and other relevant stakeholders enhance the skills and knowledge required to effectively address child labour issues in Myanmar.

I express my thanks to the United States Department of Labor, the Foreign Commonwealth and Development Office of the Government of the United Kingdom, and the Ministry of Health, Labour and Welfare of Japan – all of whom provide funding support for the ILO’s child labour projects in Myanmar.



Donglin Li
Liaison Officer/Representative
ILO Liaison Office, Myanmar

¹ ILO and UNICEF, *Child Labour: Global Estimates 2020, Trends and the Road Forward*, 2021.

² Myanmar, Ministry of Labour, Employment and Social Security, Central Statistical Organization, and ILO, *Myanmar Labour Force, Child Labour and School to Work Transition Survey 2015*, 2015.

³ ILO, “Employment in Myanmar since the Military Takeover: A Rapid Impact Assessment”, ILO Brief, July 2021.

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► Please help our friends

Meet Phoe Wah, Noe Noe and Mohammed

Read the story below.





**MORE THAN ONE MILLION CHILDREN IN MYANMAR
ARE IN CHILD LABOUR.**

OVER HALF ARE RISKING THEIR LIVES EVERYDAY.

HELP US STOP CHILD LABOUR.

► The children are pretty upset!

Why are we upset?

Read San Min Htet's story.

San Min Htet started working at just 11 years old on the steep, mining slopes in Myanmar's "Land of Jade" in Kachin State. His life is a deadly gamble every day.



Case study:

"A deadly gamble" (a story by Seng Mai and Zin Min)

Hpakant in Kachin State is the Land of Jade. It produces "imperial jade", the highest quality form of the precious stone. At the lower level of this billion-dollar industry, thousands of illegal jade pickers risk their lives every day. San Min Htet, 13, has been picking jade on the steep slopes for two years already.

"We risk our lives for the stones. A man died last night. I saw it with my own eyes."

San Min Htet dreams of a shortcut to wealth, but makes just enough to survive. The COVID-19 pandemic has driven many more to the Land of Jade, in particular migrant workers forced to return home from Thailand and China.

The scavengers swim across mountains of waste dumped by government-licensed companies until late at night. San Min Htet thought he hit the jackpot a year ago when he picked a rejected stone worth more than US\$100. He had to pay a 50 per cent share to the mining company security team before sending the money to his parents.

Hundreds die in accidents every year. On 2 July 2020, at least 193 perished in a mudslide that turned into a mud tsunami. Desperation drives children like San Min Htet to risk everything for a gemstone. But who is there to protect them?

Myanmar has ratified an ILO Convention prohibiting the employment of children under 14, and forbidding hazardous work for all under-18s. The next step will be to ensure this legal change leads to real world action.



Risking his life every day

At least 193 people perished in a mudslide on 2 July 2020, and many more jade pickers die in accidents each year. Is the money worth it for San Min Htet to risk his life every day?

Are there any alternatives?

► Learning objectives



This module can be your first step towards preventing or addressing child labour. It will give you a strong foundation and help you:

- Understand how big of a problem child labour is globally and in Myanmar.
- Identify the defining features of a case of child labour.
- List the international Conventions and Myanmar laws and regulations that protect children from child labour.
- Understand the context of the socio-economic drivers of child labour in Myanmar.
- Recognize why it is important to prevent child labour, not just for children, but for society and the economy.

Ready to begin learning?

► The case of child labour

Who is a child?

The UN Convention on the Rights of the Child (UNCRC) defines **anyone below 18 years** of age as a child.

It states that all children have specific rights to health, education, and protection from abuse and exploitation. This includes the right to be protected from economic exploitation, or in other words, from child labour.



Defining child labour

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

Child labour interferes with a child's schooling by:

- depriving them of the opportunity to attend school;
- obliging them to leave school prematurely; or
- requiring them to combine school attendance with excessively long and heavy work.

What about helping at home?

When working towards eliminating child labour, a common challenge you will face is children working to "help at home". The law does not say children should not work at all, but there is a line that cannot be crossed.

The infographic below explains work that is okay for a child to do and work that is not okay for a child to do. Read the description on the images to understand the difference.



Work as part of socialization

Helping out at home is an important part of growing up. It teaches children skills, how to be responsible, and how to be a part of their family and community.

However, it must not interfere with education and rest, nor should it expose the child to risks and hazards.



Light work (C.138, Article 7)

Light work includes working part-time, outside of school hours. Light work must not expose the child to risks and hazards.

Some examples of light work include:

- helping out in a shop in the afternoon, after school;
- light agricultural work (for example, weeding),
- tending to small livestock, like chickens.



Hazardous work (C.182, Article 3(d); R.190 Article 3)⁵

Any work that is likely to harm the health, safety, and morals of a child is called hazardous work.

Examples of hazardous work include:

- ▶ working with dangerous machinery or tools;
- ▶ handling heavy loads;
- ▶ working with harmful chemicals; or
- ▶ working at high temperatures.



Worst forms of child labour (C.182, Article 3)

Any hazardous work that is a criminal offence and/or human-rights violation is considered a worst form of child labour.

Some examples of the worst forms of child labour include:

- ▶ forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- ▶ using, procuring or offering a child for prostitution, for the production of pornography, or for pornographic performances;
- ▶ using, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs;
- ▶ work that, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

It is important that you understand these types of work.

International standards on child labour

ILO Minimum Age Convention, 1973 (No. 138)

Since 1998, with the adoption of the ILO Declaration on Fundamental Principles and Rights at Work, **the elimination of child labour has been considered a fundamental human right.**

The details of this fundamental human right are contained in two ILO Conventions, which cover work as an economic activity. The Conventions define an internationally-agreed framework for ILO Member States to apply to their national laws and regulations. Myanmar has ratified both of these Conventions.

The first is the ILO Minimum Age for Employment Convention, 1973 (No. 138), which was ratified by Myanmar in 2020. Essentially, Convention No. 138 sets the minimum age for someone to work, protects children and youth from hazardous work, and provides an option for light work.

The following infographic explains the types of work allowed under ILO Convention No. 138:

⁵ C.182 refers to the ILO Worst Forms of Child Labour Convention, 1999 (No. 182), and R.190 refers to the ILO Worst Forms of Child Labour Recommendation, 1999 (No. 190).



ILO Convention No. 138 allows children from the age of **12 or 13 years** to perform **light work** in a safe environment, with adult supervision.

Light work means working part-time (limited hours). The work should **not be hazardous**, nor should it interfere with the child's schoolwork and rest.

The types of work considered to be light work must be discussed through tripartite consultation (government, workers' organizations, and employers' organizations).

In Myanmar, **14 years** is the **minimum age** to work, but only if the child has completed the full cycle of compulsory education. In Myanmar, children of **14-16 years** of age can work 4 hours per day.

All **hazardous work** is prohibited for all children below **18 years of age**.



The ILO Worst Forms of Child Labour Convention, 1999 (No. 182)

If you recall, since 1998, with the adoption of the ILO Declaration on Fundamental Principles and Rights at Work, the elimination **of child labour has been a fundamental human right**.

The details of this fundamental human right are contained in two ILO conventions: (i) Convention No. 138, which we just covered; and (ii) the Worst Forms of Child Labour Convention, 1999 (No. 182). The two Conventions provide an internationally agreed framework that ILO Member States are expected to apply to their national laws and regulations. These Conventions cover work as an economic activity, and Myanmar has ratified both Conventions.

ILO Convention No. 182, ratified by Myanmar in 2013, identifies certain forms of child labour as being among the worst forms. These worst forms of child labour are prohibited for anyone below 18 years of age, and their immediate elimination must be a priority in all countries all over the world. The worst forms of child labour listed in Convention No. 182 include hazardous work and the unconditional worst forms of child labour. Some of these unconditional worst forms are criminal offences, and some are human rights violations that are also prohibited against adults (under different international Conventions).

Read the following points below to understand the worst forms of child labour and **why their elimination is a global priority (under Sustainable Development Goal (SDG) target 8.7)**:

- ▶ Slavery and similar practices, such as the sale of children/child-trafficking, bonded labour, forced labour by landlords, or forced recruitment in armed conflicts.
- ▶ The use, procurement or offering of a child for prostitution, for the production of pornography, or for pornographic performances.
- ▶ Procuring/offering a child for illicit activities, particularly for drug-production/drug trafficking, as defined in the relevant international treaties.
- ▶ 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.

ILO Worst Forms of Child Labour Recommendation, 1999 (No. 190)

As per ILO Convention No. 138, hazardous work can only be done by an adult – that is, a person who is 18 years old or older. The ILO Worst Forms of Child Labour Recommendation, 1999 (No. 190) provides more specific guidance on what constitutes hazardous work.

As per Recommendation No. 190, a few examples of hazardous work, include work that:

- ▶ is underground, underwater, at dangerous heights, or in confined spaces;
- ▶ exposes the child to physical, psychological or sexual abuse;
- ▶ requires the child to interact with dangerous machinery, equipment and tools;
- ▶ involves the manual handling or transport of heavy loads;
- ▶ is done in an unhealthy environment, which may, for example, expose children to hazardous substances, agents, processes, temperatures, noise levels or vibrations damaging to their health;
- ▶ is under particularly difficult conditions, such as long hours, or during the night, or where the child is unreasonably confined to the premises of the employer.

Learning milestone

My friend San San goes to school with us, but she also works as a maid for my neighbour. Sometimes, San San misses school or looks very sleepy.

Should I tell Sayar U Myint?

Is this a case of child labour?

Please help.



It's important to understand the different types of work a child can do and the category to which the work belongs. For instance, is it work for socialization? Is it light work? Or is it hazardous work?

Can you identify which of the following are examples of hazardous work?

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

☐

A

San San is 13 years old and works as a maid for Win's neighbour. She misses school at times.

☐

B

Swam is 17 years old and carries heavy sacks of stones, working 15 hours a day. He can't sleep at night because his back hurts a lot.

☐

C

Aung Aung is 9 years old and helps his uncle clean underground tanks. He is small so fits into any hole and is very good at his work.

What are the laws in Myanmar?

Key legislation in Myanmar

Besides the international Conventions of the ILO, Myanmar has its own key legislation related to child labour, the minimum working age and working conditions for its children and young adults. This part of the lesson will give an overview of these key pieces of legislation. For further study, please refer to ILO, Legal Review of National Laws and Regulations Related to [Child Labour in Light of International Standards 2020, 2020](#).

The following provides a description of each of the relevant pieces of **legislation** in Myanmar:

Child Rights Law (2019)

Stresses that children can work voluntarily (as opposed to forced labour) in line with legal provisions. It provides for a minimum age for children to engage in work, which is 14 years of age, and prohibits certain forms of the worst forms of child labour.

Factories Act (1951) as amended in 2016

States that if a child of 14-16 years of age is to be employed, a certificate of fitness is required. Also, such children cannot work for more than four hours per day. This covers only work in factories.

Shops and Establishments Act (1951), as amended in 2016

States that if a child under 16 years of age is employed, a certificate of fitness is required.

Oilfield (Labour and Welfare) Act (1951)

States that if a child under 15 years is employed, a certificate of fitness is required.

Education Law

Stresses that compulsory education is free, but compulsory education is also only up to the age of 10 years, leaving a substantial gap between the age when compulsory education is completed and the minimum age for employment at 14 years.

Learning milestone

This ends the first lesson.

Hope you understand how important preventing child labour is now.



A very important aspect of preventing or addressing child labour is to be able to correctly identify the type of work a child is doing – and whether it is child labour or not.

Can you identify which of the following statements are true?

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

☐**A**

May is 17 years old and works 12 hours a day on a farm. All the money she earns is used to pay back a loan her father had taken from the landowner. She doesn't know how much of the payment has been completed so far.
May's story is a violation of ILO Conventions Nos 138 and 182, and Myanmar's labour and education laws.

☐**B**

Lwin is 15 years old and goes to school every morning. In the afternoon, he sleeps and then helps his father at the tea shop in the evening till 8 p.m. He enjoys counting the biscuits in the jars and making sure they are always full.
Lwin's story is a clear violation of ILO Conventions Nos 138 and 182, and Myanmar's child rights and labour laws.

☐**C**

Hla is 13 years old. She lost her parents last year and lives with her uncle. Hla's uncle is unable to pay for her education, and sends her to his factory owner's house to work as a full-time maid. Hla gets ready for the job, as she is promised good food, clothes, and books to read.
Hla's story is a clear violation of ILO Conventions Nos 138 and 182, and Myanmar's child rights and labour laws.

How big of a problem is child labour?

Lesson 5 of 8

▶ Let the numbers speak

We need the adults to help!

The numbers alone should help underline how much the children of the world need our urgent action.

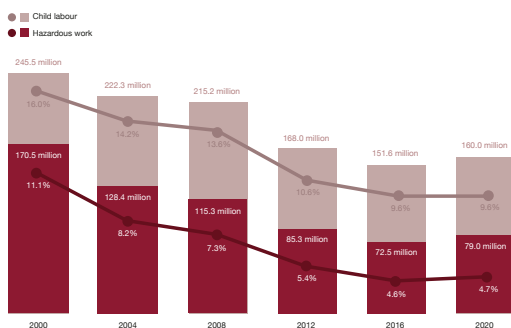


Global estimates

To understand how big a problem child labour is globally, take a look at the data below. For even more details, please refer to *ILO and UNICEF, Child Labour: Global Estimates 2020, Trends and the Road Forward, 2021*.

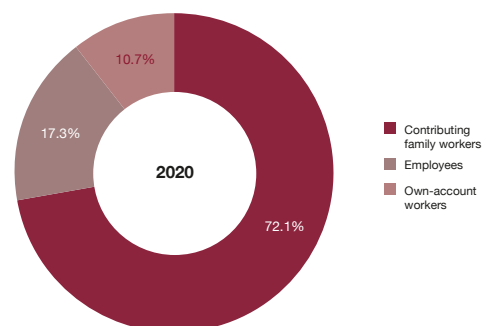
Global progress against child labour has stalled since 2016

The bar above each year shows the child labour numbers for that years.



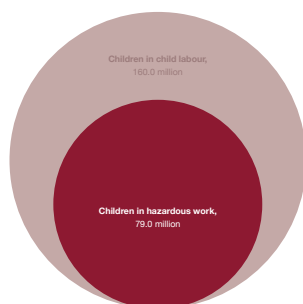
Distribution of children aged 5–17 years in child labour by status at work, 2020 (%)

As you can see, most children in child labour work within their family unit.



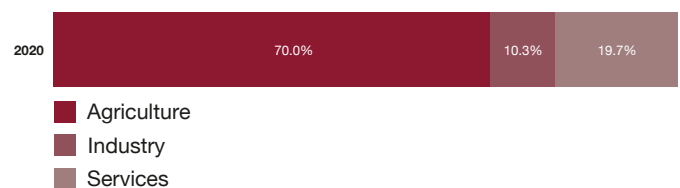
Child labour involving hazardous work

Roughly half of all children in child labour situations are engaged in hazardous work.



Distribution of children aged 5–17 years in child labour by sector of economic activity, 2020(%)

As you can see, agriculture accounts for the largest share of child labour worldwide.



What do the Myanmar numbers look like?

Results from Myanmar's 2015 Child Labour Survey

1.1 million children aged 5–17 are trapped in child labour in Myanmar	53% are boys; 47% are girls
Around 50% of child labourers (73 million) perform hazardous work	Child labour is primarily concentrated in three areas: agriculture (61%); manufacturing (12%); and trade (11%)
25% of child labourers aged 12–17 work 60 hours or more per week	90% of girls aged 5–11 spend a minimum of 1 hour per week on housework, compared to 34% of boys

Source: Myanmar, Ministry of Labour, Employment and Social Security, Central Statistical Organization, *Executive Summary Report on Myanmar Labour Force, Child Labour and School to Work Transition Survey 2015, 2016*.

What are the reasons behind these numbers?

The impact of poverty, crises and poor educational facilities

There will always be several interconnected reasons why a child works. The most common reasons are poverty and crises. The image below is a stark reminder of what some communities are going through in Myanmar.

View the descriptions below the image to understand the impact of poverty, crises and poor educational facilities and how they may lead to child labour within a community.



A homeless child labourer's family, Yangon, Myanmar, 2018. © KST/ ILO

Poverty

A family may fall into poverty due to large family demands; a parent's illness/death, debts, bondage or loss of employment; and in agriculture, during the periods between harvests.

Children are then made to work to support the family, even though they are usually paid less than adults.

Crises

Environmental disasters, such as floods and earthquakes, pandemics such as COVID, and war/conflicts, often see an increase in child labour. These events can disrupt a family's usual means of livelihood, while in some cases also creating opportunities for work (for example, in construction due to rebuilding needs).

Pandemics are especially seen to result in increased poverty. An assessment by the ILO in late 2020 on the impact of the COVID-19 pandemic indicates that while parents generally claimed a preference to reduce their expenses, rather than send their children to work, 43% of the working children who participated in the survey had started their work during the pandemic.

Poor educational facilities

The short-term gain from a child's income is often more compelling to struggling families than the long-term gains of school education, especially when there are school fees and other costs involved.

Moreover, the quality of education and children's well-being may also influence decisions on whether to send a child to school or to work. The education system in Myanmar is undergoing reforms towards a more child-centred approach. These reforms will ultimately improve education quality and student well-being and learning; however, this is a long process, and children may still experience poor quality education, and/or their families will continue to perceive the child's education as being substandard based on past experiences.

Disability and vulnerability

Some children are at special risk of being drawn into work because of a certain disability or vulnerability.

Disability

When schools cannot accommodate children with physical disabilities and learning difficulties, families may send these children to work instead.

At work, these children may lack protection and suffer abuse.

Vulnerability

Children from broken families, including families plagued by drug/alcohol/sexual abuse, can end up working on the street or in sexual services, in addition to potentially become drug addicts.

Migrant children are often at higher risk, especially in countries where legal protections are weak or absent.

Frequently, the children of migrants in an irregular situation are not allowed to go to school by their parents for fear of their family being reported to the authorities. This also applies to using medical clinics or social services.

Child labour may also be high in marginalized ethnic/religious minority groups.

The need for useful skills

As noted above, some parents do not see the value to be gained from sending their children to school, and this can in part be due to the perception that schools do not teach skills that will be useful for actual employment.

View the descriptions below to better understand how the perceived need for "useful skills" can win out over formal education, leading to child labour within the community.

Gaining useful skills

A common reason that parents give for allowing their child to work is that they feel the child will learn useful skills or, by starting early, they will be able to get a good job later in life.

The cost of education and other costs related to schooling do not help in convincing these parents that there is more to be gained from their children acquiring a formal education.

Quality of education

As noted above, the Myanmar education system is undergoing reforms towards a more child-centred approach that will improve learning outcomes, but this is going to be a lengthy process.

As a result, families may continue to perceive the education system as substandard, making the choice of work over education a logical one for both financial and skills development reasons.

Learning milestone

As you learned above, there will always be several interconnected reasons why a child works. It is therefore important that you pay attention to what is happening in your community in order to prevent and address child labour.

Can you identify which of the following conditions may increase the number of child labour cases?

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

☐**A**

A new shop selling cheap, local liquor opened a month ago. Women are complaining of their husbands becoming drunk daily. There are stray incidents of domestic abuse.

☐**B**

A flood in the nearby village has forced its inhabitants to move into the village you look after. Dengue is also on the rise and the number of adults dying has suddenly spiked.

☐**C**

The teacher in the community school has changed and parents are complaining. Some parents decide not to send their kids to school due to this.

What are the consequences of child labour?

► Consequences



Why should we care?

I'm lucky that I don't have to work, and I can go to school! So, why should I care about child labour?

Well, that might not be the real question. The question we should consider is:

Why would I not care about the future of my country?

Imagine the consequences if more and more children miss school and child labour numbers keep increasing.

Read 12-year-old Khin's story to learn why she stopped going to school and is a child labourer.

Case study: "I miss school" (a story by San San Aye and Zaw Myo Oo)

Last year my father got into a bar fight with a relative because they were drunk. He was hit three times in the head and died. After a month, my mother remarried, but her new husband wouldn't let me stay with them. He said he would only take the wife, not her 12-year-old daughter. I now live with my grandmother. I had to quit school, but I still have my books. I hope to have the chance to go back to school one day. When I miss school, I think about my favourite teacher. She is my idol because she also had to work while going to school. I wish I could do the same.

I feel so lucky to live with my grandmother. If not, I would be a maid in Yangon. Most of the girls in my village work as maids in the city. Only five girls still attend school. There is a well-known maid broker in the village. The salary for girls between 8 and 12 years old is 80,000 to 100,000 kyats. Every year the broker sends 20 girls to Yangon. If one complains, she is moved to another house. Lots of people want a young maid. I see them when they come back from the city with their fair skin, wearing fancy dresses. But they murmur about not getting much sleep or food. I can work hard, but I am afraid of not sleeping and eating enough.

In my case, I have to find available temporary jobs, like farming, roof building, cutting bamboo and carrying firewood. We can make 2,500 kyats for carrying a pile of firewood onto a boat. A man can do it in an hour. It takes an hour and a half for three children like us to do the same. Roofing is less tiring, but it only happens twice a year and pays less.

Grandma wants me to be a nun because she is not sure how much longer she can take care of me. But I don't want to be a nun. I pray to go back to school.

Before continuing on with this lesson, think about the story you just read. How did Khin feel when she lost her father and then her mother also abandoned her? As a child labourer without hope, what could be the psychological damage? Is it time to hold Khin's hand?

For our future

Child labourers face the same hazards as adult workers, but they are more likely to be injured and to fall ill, and are more likely to be vulnerable to psychological damage and even death.

An estimated 15 million children are hurt on the job, every year

Health incidents, of any severity, among 5–17-year-olds are estimated at 106.4 million per year.

Children are more vulnerable to work hazards because of their unique anatomical, physiological, and psychological characteristics. Children also:

- ▶ react differently – and less rationally – to imminent danger;
- ▶ lack life and work experience, knowledge of risks, and the appropriate reaction to given situations;
- ▶ are almost always untrained/inadequately trained;
- ▶ are more susceptible to harm from chemicals and stressful job tasks; and
- ▶ get tired sooner and suffer lapses of attention that can result in injury.

The physical impact is usually long-term

Children's physical development can be impaired as a result of long working hours and other conditions of work.

Long-term or permanent problems for the child can include:

- ▶ lung diseases due to dust exposure;
- ▶ musculoskeletal disabilities from carrying heavy loads;
- ▶ cancers and reproductive disorders due to exposure to pesticides and industrial chemicals; and
- ▶ the general impact of factors such as long working hours, poor sanitation, and stress

Psychological damage is often hidden, and seen only in adulthood

Children may be subjected to bullying, exploitation or abuse at work because they are more easily intimidated than adults.

This may result in:

- ▶ emotional scars;
- ▶ low self-esteem/lack of self-confidence;
- ▶ problems in social interaction; and
- ▶ problems forming relationships.

In addition, child labour can impede children's access to education or result in the double burden of school and work, further fueling stress and impeding their cognitive, emotional and social development.

Learning milestone

Let's reflect on the question earlier.

What would be the consequences if more children miss school and child labour numbers keep increasing?



Can you identify the long-term consequences to Myanmar's future if child labour is not addressed?

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

☐**A**

Child labour can make going to school difficult and therefore lead to a poorly educated workforce.

☐**B**

Hazardous work can cause long-term health problems that will perpetuate poverty.

☐**C**

Child labour can hinder Myanmar's economic growth due to a limited, uneducated and unhealthy workforce.

☐**D**

Child labour can lead to illness and impairments among children.

Lesson 7 of 8

► Self-evaluation

Well done!

You've almost completed **Module 1. How Important Is It?**

Here is a self-evaluation with questions specially designed to help you identify any learning gaps. This is not a test, so there is no score. If you find that you made a mistake, you may need to go back and re-review the relevant material. You can attempt this self-evaluation as many times as you like!

Select the appropriate options and then view the correct answers at the back of this booklet, in the Answers Annex.

All the best!

Question 1 of 3

Kaung Kaung is 12 years old. He often helps his parents on their family farm in the afternoon and goes to school in the morning. His father asks him to apply pesticides to the rice crop.

Is Kaung Kaung engaged in child labour?

Select all of the answers that apply.

☐

A

Yes, this is child labour because Kaung Kaung is less than 14 years old, and therefore should not be engaged in work as per Myanmar law. Also, as per ILO Recommendation No. 190, working with pesticides is classified as hazardous work.

☐

B

No, this is not child labour because Kaung Kaung is only helping out at home, which is allowed as per ILO Convention No. 138. This work is not interfering with his schoolwork either.

☐

C

Yes, this is child labour. As per ILO Convention No. 138, it is alright for a 12-year-old to help out on the farm after school, but ILO Recommendation No. 190 allows for non-hazardous work only, so the application of pesticides is not acceptable.

Question 2 of 3

Ei is 16 years old. She started school a bit late, as her family got displaced; so she has not yet completed her primary education. Her father met with an accident last year and the family struggles to make ends meet. Ei's aunt can get her a job as a housemaid in Yangon, but she will need to leave school.

If Ei agrees, would this become a child labour case?

Select all of the answers that apply.

☐

A

No, this would not become a child labour case because full-time work is allowed as per Myanmar law and ILO Convention No. 138. Ei will be safe, as a housemaid's work is certainly not hazardous.

☐

B

Yes, this would become a case of child labour, because while full-time work is allowed as per Myanmar law and the ILO Convention No. 138, completing primary school is also compulsory. Housemaid work can be hazardous due to mental and physical abuse by the employer. Also, this may expose Ei to excessive working hours.

☐

C

Yes, this would become a case of child labour, because while full-time work is allowed as per Myanmar law and ILO Convention No. 182, completing primary school is also compulsory. Housemaid work is a worst form of child labour according to ILO Convention No. 182, as well as possible mental and physical abuse by the employer and excessive working hours.

Question 3 of 3

There are many reasons why child labour has been on the rise.

Which of the following statements are true regarding this rise in child labour?

Select all of the answers that apply.

☐**A**

While the latest global estimate of child labour shows it rising to 160 million cases, it does not take COVID into account, so it is very likely that the pandemic has caused even more children to engage in child labour.

☐**B**

Global progress against child labour has stalled since 2016.

☐**C**

Without mitigation measures, the number of children in child labour could rise from 160 million in 2020 to 168.9 million by the end of 2022.

► Summary

Before you complete this module, here is a recap of key learnings.

Read the notes below the picture for important takeaways.



A child labourer working at the brickyard, Mawlamyine, Myanmar, 2018. © Ping Non & Aye Aye Khine/ILO

Conventions and laws

The UN Convention on the Rights of the Child provides the definition of a child. ILO Conventions Nos 138 and 182 provide guidelines on what constitutes child labour, hazardous work, and the worst forms of child labour. Myanmar has ratified these Conventions and also has national laws such as the Child Rights Law and labour laws that protect children.

Socio-economic drivers

Child labour numbers are rising, with 160 million children worldwide in child labour.

Poverty, crises such as the COVID-19 pandemic, vulnerable communities, and poor quality and inaccessible education are some of the drivers behind the rising numbers of child labour cases in Myanmar.

For many families, the short-term benefit of a child's income often wins out over the perceived long-term benefits of the child's education.

The belief of parents that teaching useful skills to children at an early stage will help them get a better job later on is another important factor behind the rising child labour numbers in Myanmar.

References and resources

- ▶ UN Convention on the Rights of the Child (1989)
- ▶ ILO Minimum Age Convention, 1973 (No. 138)
- ▶ ILO Worst Forms of Child Labour Convention, 1999 (No. 182)
- ▶ ILO Worst Forms of Child Labour Recommendation, 1999 (No. 190)
- ▶ ILO. 2017. *“Tool Kit for Development and Implementation of National Action Plans (NAPs) on Child Labour”*.
- ▶ ILO. 2018. *Combating Child Labour in Myanmar: A Course for Civil Society – Supplemental Information*.
- ▶ ILO. 2018. *Combating Child Labour in Myanmar: A Course for Civil Society Organizations – Hand-outs and Resources*.
- ▶ ILO. 2021. *Child Labour: Global Estimates 2020, Trends and the Road Forward*.
- ▶ Alliance 8.7

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

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

Answers annex

Lesson 4, Page 9

Learning milestone

Can you identify which of the following are examples of hazardous work?

If you selected both (B) and (C), your answer was correct. Well done!

Both Swam and Aung Aung are doing hazardous work that is affecting their physical health. Even if San San is not doing hazardous work, it is still not acceptable to work as a part-time maid, as she misses school. As a result, all three are victims of child labour. Whether a particular form of work is hazardous or not should be identified through tripartite consultation – meaning based on discussions among the Government, workers' organizations and employers' organizations – at the national level. In Myanmar, the draft list of hazardous work was developed through tripartite consultations.

Lesson 4, Page 10

Can you identify which of the following statements are true?

If you selected both (A) and (C), your answer was correct. Well done!

May's and Hla's cases are clearly child labour cases and violate both the international Conventions and Myanmar's laws. Lwin is helping out at home, goes to school, and rests well; the work he does at the shop is only light work. His situation is not a case of child labour.

Lesson 5, Page 14

Learning milestone

Can you identify which of the following conditions may increase the number of child labour cases?

If you selected all three options – (A), (B) and (C), your answer was correct. Well done!

All of these conditions may lead to an increase in child labour cases.

Lesson 6, Page 17

Learning milestone

Can you identify the long-term consequences to Myanmar's future if child labour is not addressed?

If you selected all four options – (A), (B), (C) and (D), your answer was correct. Well done!

All of these can be long-term consequences for Myanmar if child labour numbers keep increasing.

Question 1 of 3

Is Kaung Kaung engaged in child labour?

If you selected both (A) and (C), your answer was correct. Well done!

You have correctly identified that this is a case of child labour. Kaung Kaung is less than 14 years old, and should not be engaged in work as per Myanmar law. Also, as per ILO Recommendation No. 190, working with pesticides is classified as hazardous work.

Question 2 of 3

If Ei agrees, would this become a child labour case?

If you selected (B), your answer was correct. Well done!

You have correctly identified that this in fact would become a case of child labour if Ei takes the job. While Ei is above the minimum age for employment as per Convention No. 138 and Myanmar law, attending primary school is also compulsory. This job would jeopardize Ei's education.

If Ei finds a part-time job as a domestic worker after school, that would be acceptable, provided she is protected from risks and hazards. Domestic work can be very isolated, especially for children who travel on their own to become live-in maids far away from friends and family. This can be a hazardous situation that negatively impacts Ei's mental health and expose her to risks, such as excessive working hours and violence or abuse from her employers.

Question 3 of 3

Which of the following statements are true regarding this rise in child labour?

If you selected all three options – (A), (B) and (C) – your answer was correct. Well done!

All of these statements are true.

E-learning Programme on Child Labour Pack Booklet

Empowering Stakeholders and Community for Understanding and Combating Child Labour

In a world where millions of children are still deprived of their basic rights, education, and childhood, it's imperative to take a stand against child labour. The "Myanmar E-Learning Programme on Child Labour" offers a comprehensive e-learning course designed to shed light on the pervasive issue of child labour and equip learners with the knowledge and tools to combat it effectively.

Through engaging multimedia content, interactive modules, and real-life case studies, participants will explore the various forms of child labour, its root causes, and the profound impacts on children's lives, families, and societies. Delve into the complexities of supply chains, legislation, conflict and global initiatives aimed at eradicating child labour, and discover practical strategies for prevention and intervention.

Whether you're a concerned citizen, educator, inspector, teacher, policymaker, or industry professional, this course empowers you to make a difference. Join us in our mission to empower all stakeholders and community members to stop child labour, abuse, exploitation and ensure every child enjoys their fundamental right to a safe, nurturing childhood.

Together with us, become a champion for change in the fight against child labour.

In the current state of affairs in Myanmar, you are the most important individual fighting child labour.

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.org/childlabour
@ILO_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

