

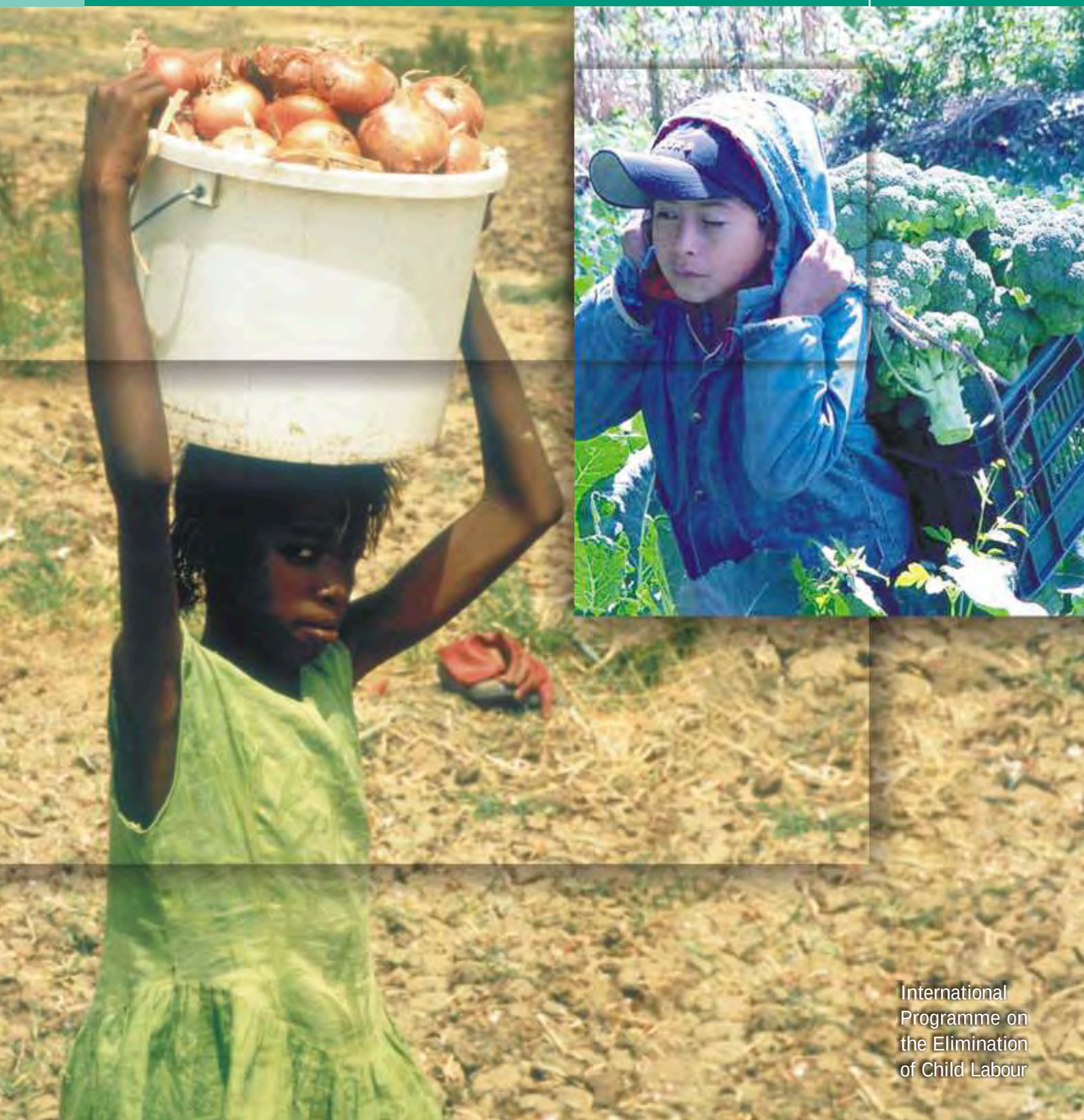
Tackling hazardous child labour in agriculture

Guidance on policy and practice



International
Labour
Organization

User guide



International
Programme on
the Elimination
of Child Labour

Tackling hazardous child labour in agriculture: Guidance on policy and practice

User guide



International Labour Organization
International Programme on the Elimination of Child Labour

Copyright © 2006 International Labour Organization

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to the Publications Bureau (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered in the United Kingdom with the Copyright Licensing Agency, 90 Tottenham Court Road, London W1P 9HE (Fax: + 44 171 436 3986), in the United States with the Copyright Clearance Center, 222 Rosewood Drive, Danvers, MA 01923 (Fax: + 1 508 750 4470) or in other countries with associated Reproduction Rights Organizations, may make photocopies in accordance with the licences issued to them for this purpose.

Tackling hazardous child labour in agriculture: Guidance on policy and practice
User guide

ISBN 92-2-118933-3 & 978-92-2-118933-6

Funding for this publication was provided by the United States Department of Labor and the UK Government. This publication does not necessarily reflect the views or the policies of the donors, nor does the mention of trade names, or commercial products, organizations, imply endorsement by them.

The designations employed in ILO publications, 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 International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

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

ILO publications can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. A catalogue or list of new publications will be sent free of charge from the above address.

Printed in Italy by the International Training Centre of the ILO, Turin

Foreword

Tackling hazardous child labour in agriculture: guidance on policy practice has been produced to help policy-makers ensure that agriculture is a priority sector for the elimination of child labour. The guidebooks included in this package provide policy-makers and stakeholder organizations – employers’ organizations, trade unions, occupational safety and health agencies/institutions, agricultural agencies and others – with information and ideas needed to plan, formulate and implement policies and programmes to tackle hazardous child labour in agriculture. They contain comprehensive resource and reference materials intended to address the needs of a variety of key audiences, especially partner organizations.

Agriculture is the economic sector where over 70 per cent of child labour is found. It is estimated that some 132 million children under 15 years of age work on farms and plantations worldwide. In addition to the sheer numbers of children involved, several other characteristics make agricultural child labour both a serious problem and a particularly difficult one to eliminate.

Agricultural child labourers work in one of the three most dangerous sectors in terms of their health and safety (along with construction and mining). They can be killed, injured, or their health impaired as a result of their work. They also often start work from an early age, as young as 5, 6 and 7 years.

As much of the work these children do is considered as “helping out”, it is seldom recognized in official statistics. Thus, the real extent of the problem may be invisible to policy-makers. It is often the head of the household who is registered as working in agriculture, especially where migrant workers are employed. Child labour in agriculture may also go unnoticed when underage workers are supplied through labour contractors and sub-contractors.

The “family farm” element in agriculture that is universal and bound-up with culture and tradition can make it both difficult to acknowledge that children can be exploited in such a setting as well as a no-go area for child labour action.

Agriculture is also historically and traditionally an under-regulated sector in many countries. This means that child labour laws – if they exist – are often less stringent than for other types of work.

The prevalence of child labour in this sector also undermines decent work, sustainable agriculture, rural development and food security as it perpetuates a cycle of poverty where household income for both farmers and waged workers is insufficient to meet their economic needs. As with other forms child labour, agricultural work can impede children’s access to education and/or skills training and limit their

possibilities of economic and social mobility and advancement in later life.

It is because of these factors – large numbers, the hazardous nature of the work, early age of entry into labour, invisibility, lack of regulation, poverty and denial of education – that agriculture must be a priority area for the elimination of child labour.

However, social mobilization leading to action to eliminate child labour in agriculture is a relatively underdeveloped area of child labour. So it is with a view to encouraging the expansion of work to eliminate hazardous child labour in agriculture that this publication has been produced. It provides guidance to a wide audience from policy-makers to practitioners. We wish you every success in your efforts to eliminate child labour in agriculture.

Guy Thijs

*Director
ILO-IPEC*

Acknowledgements

Child labour in agriculture: Guidance on policy and practice is a collaborative product of the ILO's International Programme on the Elimination of Child Labour (IPEC).

Guy Thijs, IPEC Director, initiated and guided the development of this package. Peter Hurst, IPEC Specialist on Occupational Safety and Health coordinated production of the package as well as writing Guidebooks 2 and 3 and helping write Guidebooks 1 and 4. Margaret Mottaz provided invaluable editorial input.

Authors of the Guidebooks

Guidebook 1: Margaret Mottaz and Peter Hurst

Guidebook 2: Peter Hurst

Guidebook 3: Peter Hurst

Guidebook 4: Julie Wolf and Peter Hurst

Guidebook 5: Peter Kirby

Other contributors

In addition to the above-listed authors, comments, suggestions and other inputs provided by the following are gratefully acknowledged:

IPEC HQ

Anita Amorim, Alec Fyfe, Nick Grisewood, Florencio Gudiño, Sherin Khan, Geir Myrstad, Janet Neubecker, Tuomo Poutiainen, Guy Thijs
Interns: Kevin Hauswirth, Amanda Molesworth

IPEC Field

Theng Chhorvirith (Cambodia), Mary Kibogoya (Tanzania), Birgitte Poulsen (Zambia), Patrick Quinn (Indonesia), Ben Smith (El Salvador), Magne Svartbekk (Ecuador)

Other ILO Units

Finn Andersen, Guy Tchami, Leonie Theuerkauf, Juergen Schwettmann, (Cooperatives Branch);
Panudda Boonpala, (ILO SRO for East Asia – Bangkok);
Ann Herbert (Sector);
Malcolm Gifford, Jukka Takala, Bernd Treichel (ILO Safework);
Tor Monsen and Anne Monteret (Bureau for Workers Activities);
Anne-Brit Nippierd (Bureau for Employers Activities);
Caroline O'Reilly (Declaration);
Karen Taswell (Statistics).

Others

Omara Amuko, Rebecca Catalla, Eve Crowley, Jennie Dey de Pryck, Philip Hunter, Kath Hurst, Anita Kelles-Viitanen, David King, Barry Leathwood, Sue Longley, Clemencia Licona Manzur, Andrea Moirera, Mpala Nkonkomalimba, Adwoa Sakyi, Hassan Shelukindo, Stirling Smith, Paola Termine, Stephanie Williamson

Finally, many thanks to the Multi-Media Production Section of the International Training Centre of the ILO in Turin for graphic design and production.

Contents

	■ Abbreviations	10
User guide	■ Introduction to the guidebooks	12
	■ 1. The guidebooks	12
	■ 2. Contents of Guidebooks 1-5	13
	● Guidebook 1: <i>Background policy information</i>	13
	● Guidebook 2: <i>An overview of child labour in agriculture</i>	15
	● Guidebook 3: <i>Eliminating hazardous child labour in agriculture</i>	16
	● Guidebook 4: <i>Initiatives to tackle hazardous child labour in agriculture</i>	17
	● Guidebook 5: <i>Training resources for Guidebooks 1 to 4</i>	19
	■ 3. Who can use the guidebooks	20



Tackling hazardous child labour in agriculture

Guidance on policy and practice

Guidebooks and additional information on CDROM

The CD-ROM contains five IPEC Guidebooks:

Guidebook 1: *Background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4.*

To supplement the five Guidebooks, additional information on tackling hazardous child labour in agriculture is provided on the CD-ROM as follows:

■ **International Labour Organization (ILO) Conventions and their Recommendations**

- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182); and Recommendation (No. 190).
- Convention concerning Minimum Age for Admission to Employment, 1973 (No. 138); and Recommendation (No. 146).
- Convention concerning Safety and Health in Agriculture, 2001 (No.184); and Recommendation (No.192).

■ **ILO International Programme on the Elimination of Child Labour: Publications**

- IPEC: *Training Resource Pack on Elimination of Hazardous Child Labour in Agriculture* (Geneva, ILO, 2005).
- IPEC. *Bolivia - Child labour in sugarcane* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Ecuador - Child labour in flower plantations.* (ILO, Geneva), Rapid assessment, 2000.
- IPEC: *El Salvador - Child labour in sugarcane.* (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Coffee.* (ILO, Geneva), Rapid assessment, 2002.

- IPEC: *Tanzania - Child Labour in the Horticulture Sector in Arumeru District*. (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tea*. (ILO, Geneva), Rapid assessment, 2002.
- IPEC: *Tanzania - Children Working in Commercial Agriculture in Tobacco*. (ILO, Geneva), Rapid assessment, 2001.

■ ILO Bureau for Employers' Activities (ACTEMP)

- *Rapid assessment on child labour in the horticultural sector in Moldova*. Moldovan National Federation of Employers in Agriculture and Food Industry (FNPAIA) and ILO ACTEMP, Chisnau, Moldova, 2005.
- *Rapid assessment survey report: Child labour in five commercial oil palm and rubber plantations in Ghana*. Ghana Employers' Association and ILO ACTEMP, 2005.

■ ILO Bureau for Workers' Activities (ACTRAV)

Bitter Harvest: Child labour in agriculture. ILO ACTRAV, Geneva, 2002.

■ ILO SAFEWORK/CIS

Links to *ILO Encyclopaedia on occupational safety & health*.

■ Internet connection

<http://www.ilo.org.childlabour>

Abbreviations

ACTEMP:	(ILO) Bureau for Employers' Activities
ACTRAV:	(ILO) Bureau for Workers' Activities
BMZ:	German Ministry for Economic Cooperation and Development
CAPMAS:	Egyptian Central Agency for Public Mobilisation and Statistics
CGIAR:	Consultative Group on International Agricultural Research
CBA:	Collective bargaining agreement
CFS:	Chronic fatigue syndrome
dB:	Decibel
DKV:	German Coffee Association
ECLT:	Foundation for the Elimination of Child Labour in Tobacco
EU:	European Union
FAO:	Food and Agriculture Organization
FS:	Food security
GTZ:	German Development Cooperation
HCL:	Hazardous child labour
HIV/AIDS:	Human immuno deficiency virus/Acquired immuno deficiency syndrome
HSE:	Health and Safety Executive (UK)
HRW:	Human Rights Watch
ICA:	International Cooperative Alliance
ICFTU:	International Confederation of Free Trade Unions
ICI:	International Cocoa Initiative
IFAD:	International Fund for Agricultural Development
IFAP:	International Federation of Agricultural Producers
IFPRI:	International Food Policy Research Institute
ILO:	International Labour Organization
IOE:	International Organization of Employers
IPEC:	(ILO) International Programme on the Elimination of Child Labour
IPPM:	Integrated production and pest management
IUF:	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
NCCL:	National Committee on Child Labour
NGO:	Non-governmental organization

OSH:	Occupational safety and health
NIOSH:	National Institute of Occupational Safety and Health, USA
PPE:	Personal protective equipment
PTO:	Power take-off shaft
SARD:	Sustainable Agriculture and Rural Development
SAYP:	Survey on the Activities of Young People (South Africa)
SCREAM:	Securing Children's Rights through Education, the Arts and the Media
SD:	Sustainable development
STCP:	Sustainable Tree Crops Program
TBP:	(IPEC) Time-Bound Programme
TGWU:	Transport and General Workers Union
UCW:	Understanding Children's Work
UK:	United Kingdom
UNICEF:	United Nations Children's Fund
USA:	United States of America
WACAP:	(ILO/IPEC) West Africa Cocoa/Agriculture Project
WFCL:	Worst forms of child labour
WFP:	World Food Programme
WHO:	World Health Organization

User Guide: Introduction to the guidebooks

1. The guidebooks

This package contains five guidebooks plus a CD.

Guidebook 1: *Background policy information*

Guidebook 2: *An overview of child labour in agriculture*

Guidebook 3: *Eliminating hazardous child labour in agriculture*

Guidebook 4: *Initiatives to tackle hazardous child labour in agriculture*

Guidebook 5: *Training resources for Guidebooks 1-4*





2. Contents of Guidebooks 1-5

Guidebook 1

Background policy information

Guidebook 1 is divided in two parts. Part I introduces the five guidebooks and provides short summaries of the contents of each.

Part II, “Background information on terminology and policy concerning child labour” provides the essential definitions and reviews the principal international Conventions concerning child labour. This section will be of interest and relevance for all readers as it contains necessary background information for Guidebooks 2-5, including definitions “a child”, “child labour”, and “hazardous child labour”. It also provides abstracts of relevant texts of the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child labour Convention, 1999 (No. 182). Reviewed here are the key points of the ILO’s strategy to eliminate child labour – prevention, withdrawal and protection. The important issues of promoting children’s rights and their participation in solutions to the problem are also presented.



Guidebook 2

An overview of child labour in agriculture

Guidebook 2 presents the many facets of child labour in agriculture – its magnitude, nature and the numerous risks it poses for children. It also analyses the forces affecting the demand and supply of child workers in this sector.

Chapter 1, “An Introduction to child labour in agriculture” describes the numerous ways children are engaged in agriculture around the world and the range of tasks they perform. Agricultural child labourers may be working as unpaid workers on family-owned farms, as hired labour on commercial farms and plantations or contracted for labour as a part of a migrant family work unit. In truly appalling cases, they may be victims of trafficking, attached to an agricultural undertaking by debt bondage or held by their employers in slavery-like conditions. Child labourers may work on farms with very basic types of equipment, machinery and agricultural inputs such as fertilizers, pesticides, etc. or on commercial enterprises with intensive, highly mechanized production systems. Even in the best circumstances, however, all children working in agriculture face serious risks from the inherently hazardous nature of agricultural work.

In Chapter 2, “Causes of child labour in agriculture”, the principal factors that encourage the use of child labour are introduced. While poverty is perhaps the overarching reason children become agricultural workers, it is by no means the only one, nor is it an excuse for the practice. Other influences are also reviewed, including: the lack of accessible quality education, cultural or family traditions, and, in some regions of the world, the HIV/AIDS epidemic. Among the factors that affect demand are weak regulations and non-enforcement of laws, deficient rural development, difficult access to global markets for agricultural goods from developing countries and consumer pressure.

Chapter 3 of this guidebook provides detailed examples of child labour in the production of seven commodities – cocoa, coffee, cottonseed, flowers, sugar cane, tea and tobacco. In each section the principal characteristics of the work children perform, the conditions under which they perform it and the hazards and risks that they face are described.



© Deloitte P./ILO

Guidebook 3

Eliminating hazardous child labour in agriculture

Guidebook 3 explores the topic of hazardous child labour in agriculture in detail: what it is, the precise risks of the many hazards associated with farm work and what can and should be done to address the problem.

Chapter 1, “Hazardous child labour in agriculture: Issues, facts and figures”, reviews why agriculture is so dangerous for children and why children are at greater risk than adults. It examines the state of knowledge on fatal and non-fatal accidents and illness and the general problem of the underreporting of these.

In Chapter 2, over 20 specific classes of hazard and risk that child labourers may confront in agriculture are presented in-depth and illustrated with examples from around the world. Some of these reflect the inherently dangerous nature of agricultural work, such as working with farm vehicles, machinery, cutting tools, pesticides and livestock, etc., while others relate to the often substandard and arduous working and living conditions found in agriculture.

Chapter 3, “What stakeholders can do to tackle hazardous child labour in agriculture”, presents the ILO’s strategy to eliminate hazardous child labour in agriculture. It also addresses the issue of what roles stakeholders can play.



© Rain M./ILO

Guidebook 4**Initiatives to tackle hazardous child labour in agriculture**

This guidebook reviews some of the initiatives to tackle child labour in agriculture that have been undertaken over the past few years by an ever wider array of actors. It builds on the suggestions and recommendations concerning what stakeholders can do to eliminate child labour in agriculture given in Guidebook 3. It also highlights some of the significant work supported by ILO-IPEC or others, including trade unions, employers' organizations, industry groups, civil-society organizations and international agricultural organizations. Government policies and programmes are touched upon where government ministries and departments support or participate in the implementation of projects.

Chapter 1 covers IPEC projects that deal with child labour in agriculture and describes the various components that are typically part of these, including awareness raising, prevention, withdrawal, rehabilitation, access to education, alternative incomes for families, improved working conditions, etc.

Chapter 2 highlights the significant role that agricultural trade unions can play in the elimination of hazardous child labour and provides examples of direct action undertaken in several regions of the world. International trade union organizations and networks complement direct action by developing or supporting initiatives to attack child labour on the global

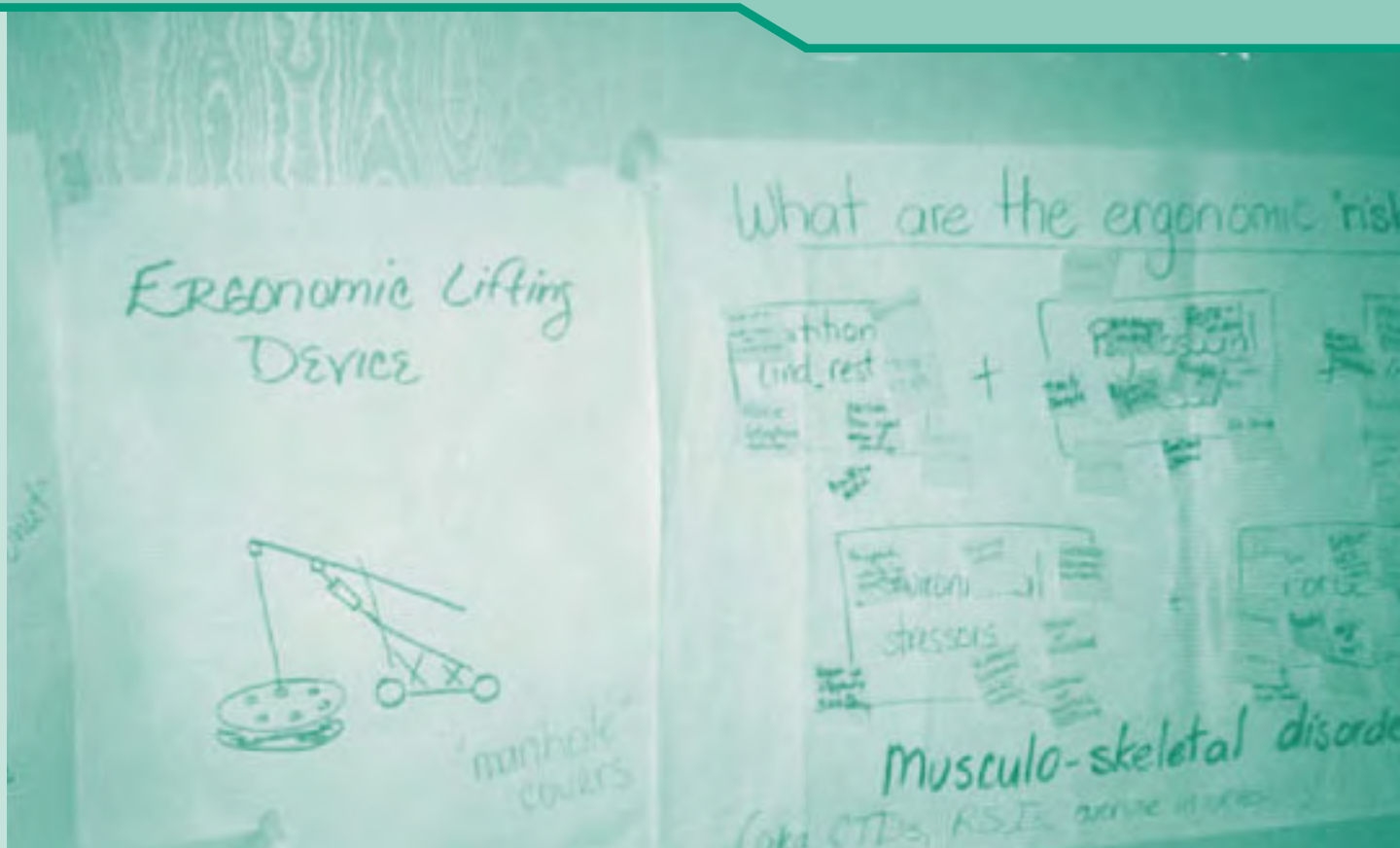
level, including campaigns against the practice, promotion of core labour standards and improvement of occupational health and safety.

In Chapter 3 initiatives undertaken by employers' organizations are reviewed. The most direct way that employers can combat child labour is by ensuring that their own business practices and those of their suppliers and subcontractors comply with child labour laws and international conventions. This chapter shows how their umbrella organizations can also have a significant impact by supporting direct action programmes, establishing codes of conduct, raising awareness and participating in child labour committees and child labour monitoring.

Chapter 4 describes child labour initiatives from the cooperative sector, including several that focus on the food supply chain. With 50 per cent of global agricultural output marketed through cooperatives, this could be a promising source of future collaboration for child labour action.

Chapter 5 describes several important multi-stakeholder initiatives concerning the production of bananas, cocoa, coffee, cut flowers, and tobacco that have been developed over the past few years. These cover a wide range of activities, including research, codes of conduct, certification schemes and direct action. Although several of the initiatives or programmes presented here have not been in place long enough to draw definitive conclusions as to their long-term impact, they have been included because they illustrate promising approaches and interventions that may serve as a basis for replication in the future.

In Chapter 6, four international agricultural organizations provide reviews of their policies, perspectives, programmes, projects and other activities that relate to child labour issues. While initiatives to tackle child labour are not central to their work, analysis of their current programmes and activities shows that they have in fact much to contribute



Guidebook 5

Training resources for Guidebooks 1-4

In order to ensure that the IPEC Guidance on Policy and Practice is widely understood and applied, policy/decision-makers must become familiar with it and be able to use it in their particular sphere.

Guidebook 5 provides training activities and resources to help experienced trainers with the familiarization process. They are designed to help experienced trainers train policy/decision-makers in their stakeholder organizations; assist them to understand and use Guidebooks 1 – 4; and provide feedback to IPEC on guidebook usage, successes and challenges.

Guidebook 5 is divided into three chapters:

Chapter 1: "Setting the scene" states the content and purpose of Guidebook 5.

Chapter 2: "A menu of training activities for key policy/decision makers" is intended for use by trainers with the intended target groups. IPEC realizes that trainers are busy people who may be given little time to devise educational activities and programmes within their organizations. The training activities provided in Chapter 2 have been devised to provide experienced trainers with a menu of activities designed for a variety of different situations.

Chapter 3: "Feedback" provides structured worksheets for trainers to give feedback to IPEC on: the use of the guidebooks; successes and challenges; examples of the situation in their country/region with regard to hazardous child labour and progress towards its elimination.

3. Who can use the guidebooks?

The guidebooks contained in this *Guidance on policy and practice* can be useful for all those involved or interested in eliminating child labour in agriculture. Whilst it is written principally to assist policy-makers involved in the elimination of child labour in agriculture, it can also provide information of relevance to wider audiences. The exact manner in which it is used will depend on the user and the particulars of his or her interest. Some examples of the broad range of users who might make use of this set of publications include:

- **Government decision-makers and agency staff:** policy-makers, programme managers, planners and others charged with formulating and implementing policies and programmes against child labour (in a general manner) and other organizations/institutions targeted for advocacy and/or collaboration on the elimination of hazardous child labour.
- **Tripartite constituents:** Policy-makers, programme/project managers and others in agricultural employers' organizations, farmers' organizations, outgrower associations, farmers' cooperatives, farm/plantation companies, agricultural contractors' and sub-contractors' organizations, agricultural trade unions, national trade union centres charged with advising on child labour issues and/or formulating and implementing programmes against child labour.
- **Occupational safety and health (OSH) specialists:** policy-makers, programme/project managers, specialists and others in government departments (e.g. labour, health, agriculture), labour inspectors, farm/plantation company OSH officers and managers, employer and trade union OSH specialists, joint management-worker OSH committees, worker OSH representatives, OSH institutions and networks, and health managers dealing with OSH issues on a regular basis.
- **Agricultural specialists:** policy-makers, programme/project managers, agricultural extension officers, agronomists and others in government agricultural departments and agencies (links with national agricultural policy and programmes), agricultural training establishments, agricultural research institutes, farm/plantation companies, agricultural policy institutes, and agricultural intergovernmental and international agencies/organizations.
- **ILO-IPEC staff:** headquarters, ILO regional and area offices and specialist staff/teams.

For those wishing to go into greater depth on particular issues, the types of detailed analysis and discussions found in the Additional information on the CD-ROM would be of relevance.

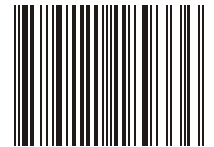
For further information:

ILO-IPEC
International Labour Organization
4 route des Morillons
CH-1211 Geneva 22
Switzerland

Tel: (+41) (0) 22 799 8181
Fax: (+41) (0) 22 799 8771
e-mail: ipecc@ilo.org
Web: www.ilo.org/childlabour

Photo: © ILO: Maillard, J. (girl) / IPEC, Central America (boy)
Design and production:
International Training Centre of the ILO • Turin, Italy

ISBN: 92-2-118933-3



9 789221 189336