

**Child labour book series:
Corporate social responsibility
for farmers, No. 1.**



UNDERSTANDING THE CONCEPT OF CHILD LABOUR



**International
Programme on
the Elimination
of Child Labour
(IPEC)**

Child labour book series: Corporate social responsibility for farmers, No. 1:



Understanding the concept of child labour

**International
Programme
on the Elimination
of Child Labour (IPEC)**

International Labour Organization (ILO)

Copyright © International Labour Organization 2009

First published 2009

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 ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifro.org to find the reproduction rights organization in your country.

IPEC

Understanding the concept of child labour / International Labour Office, International Programme on the Elimination of Child Labour (IPEC). – Dar-Es-Salaam, Tanzania: ILO, 2009. 1 v. (Child labour book series: corporate social responsibility for farmers; no.1)

ISBN: 978-92-2-123155-4 (Print); 978-92-2-123156-1 (web PDF)

International Labour Office; ILO International Programme on the Elimination of Child Labour

child labour / child worker / working conditions / ILO Convention / ILO Recommendation / comment / application / Tanzania – 13.01.2

ILO Cataloguing in Publication Data

Acknowledgements

This publication was elaborated and coordinated by the IPEC Team in Tanzania.

Funding for this ILO publication was provided by the Eliminating Child Labour in Tobacco Growing (ECLT) Foundation (project URT/06/02/ECT).

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. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org or visit our website: www.ilo.org/publns.

Visit our website: www.ilo.org/ipec

Photos: © ILO, Geneva

Printed in Tanzania

Table of contents

Introduction 1

The meaning of child labour 2

 What is child labour? 2

 How is child labour different from child work? 4

 Push and pull factors 5

Key elements: The concept of child labour 6

 Minimum age of employment and child labour 6

 Minimum age for assignment in agriculture 7

 Conditions of work: Convention No. 182 on Worst Forms of Child Labour 7

 Child Labour deprives the child an opportunity for education 9

Conclusion 11

INTRODUCTION

Eliminating Child Labour in Tobacco Growing (ECLT) Foundation is an initiative by the tobacco corporate sector launched in Geneva in 2002 (office was officially opened in 2001) to address child labour in commercial agriculture. The Foundation believes that needs of each country are unique, needing the full engagement, participation and pro activeness of local populations. The foundation promotes rights of children to schooling, family life, security, safety and healthy upbringing. The ECLT works in close partnership with key national actors such as government, employers associations, trade union, tobacco growers, community, civil society and the corporate sector to comprehensively and sustainably address child labour in agriculture.

In principle, the ECLT supports the ILO Conventions which prohibit hazardous work for children under the minimum age of employment and therefore advocates against use of child labour in hazardous commercial agriculture, particularly the use of machinery and agrochemicals by children in tobacco farming or activities that hamper school enrolment, attendance, performance and retention. The approach emphasized by the foundation is multi sectoral due to the complex and multi dimensional nature of the child labour problem and therefore common strategies include prevention, withdrawal, protection, capacity building and improving livelihood of communities. The foundation has supported activities such as integration of child labourers into formal education or skills training, strengthening education infrastructure, support to non formal education, income generation grants to families and youths, improving access to markets, provision of basic health services, strengthening agricultural methods and increasing awareness.

Tanzania begun taking action against child labour in 1994 when a Memorandum of Understanding was signed between the ILO and the Government of Tanzania aiming to tackle the child labour problem. ILO International Programme on the Elimination of Child Labour (IPEC) which begun in 1995 supported the implementation of activities that targeted capacity building, direct action (prevention, withdrawal and protection), provision of educational opportunities and improving livelihoods. Although specific interventions to eliminate child labour in tobacco agriculture begun when the nation identified commercial agriculture as one of the worst forms of child labour sectors and therefore needing immediate interventions, the national and international commitment to take action against hazardous child labour in agriculture had begun through international conventions. The ECLT Foundation is supporting the production of the booklet through the project called "Towards sustainable action for prevention and elimination of child labour in tobacco farming in Urambo district, Tanzania."

This booklet is one in a set of three booklets that aims at educating stakeholders about the problem of child labour, the national policies, legislation and strategies and the specific hazards of engagement of children in tobacco farming. Readers are encouraged to read the full set in order to get a full understanding of the problem and interventions at both a national and global levels.

THE MEANING OF CHILD LABOUR

From studies carried out by the ILO and its social partners through the International Programme on the Elimination of Child Labour (IPEC), there is evidence that the number of working children is increasing and that child labour and in particular of hazardous and exploitative nature is becoming rampant. This makes it necessary for all actors to collaborate and take action to address child labour. As a starting point, it is important to understand the concept of child labour and what makes children work.

What is child labour?

Children are a key part of any nation; however, their engagement in economic activities is often limited due to their ability, age and circumstances (attending school). Children are therefore engaged in a number of economic activities ranging from prostitution, agriculture, fishing, street vending, stone crashing, industrial work, construction, mining and other sectors. Engagement in these economic activities is child labour. In other words, child labour is defined as work performed by children under 18 years of age which is exploitative, hazardous or inappropriate for the age and which is detrimental to their schooling or social, mental, spiritual and moral development (Country Report 2000/2001 Integrated Labour Force and Child Labour Survey).

This does not mean that children should not work, as part of the normal socialization process, children work, but under conditions of close supervision, conditions that are not hazardous or damaging to the child, non exploitative conditions and in conditions that allow them to attend schooling, play, socialize and develop. The term child labour is defined as work that deprives a child of their childhood, opportunities for growth and learning, loss of potential and dignity. It is basically harmful to the growth of the child.

Essentially, the concept of child labour embodies the following elements:



(i) Work done by a child:

According to international conventions, regional agreements and national laws, a child is a person below the age of 18 years. Usually, the age of employment is set at an age where children are expected to have completed primary education. As it will be seen in the next section, the age of employment can be below the age of 18 years as long as the condition of work are conducive to the growth and development of the child.

(ii) Hazardous/Harmful:

Work is considered harmful if it causes harm/damage to the development of the child intellectually, psychologically, asexually, emotionally, physically and mentally. Hazards embody elements of the work load, hours of work, working conditions (working tools etc) and the age at which the child is employed.

(iii) Deprives the child an opportunity for education:

A child works in circumstances that either limit or completely denies them access to education; that work is considered harmful. Education is said to be a key strategy for unleashing the potential in children, by availing them the opportunity to learn and eventually break the poverty cycle. Education is emphasized in different forums as will be seen in the next section.

(iv) It is illegal/an offence punishable by law:

Under ordinary circumstances, governments will enact laws that stipulate the minimum age of employment for people. The legislation will state the minimum age for employment, work that is considered hazardous, it will provide a hazardous list. All actors are expected to enforce the law by not engaging in such practices and also by setting strategies and mechanisms that will support the implementation of the laws.

How is child labour different from child work?

Child work/chores	Child labour	Key differences
Part of socialization. All children have to learn to work	Children work as a means of meeting household income, or meeting their own basic needs/educational needs (forced to work for pay in kind or in cash)	While child work is ordinary work that a child does as part of the socialization process; child labour entails a push and pull factor, circumstances that force children to become child labourers
It is not harmful	It is likely to cause physical, psychological, emotional, emotional and other kinds of harm to a child.	A child's physical, emotional, intellectual, psychological and emotional development depends on an environment that does not interfere with that process. child labour interferes by negatively impacting on the growth process
It is not exploitative. Children produce	It is exploitative; children produce more within a short time for little or not pay. Some adults prefer children to adults because children are cheaper, faster, more obedient and nimble	A child working in a home environment is often given chores that allows them to have time to play, go to school, do their homework and rest. A child who is employed to work does not have time for school or if they attend school, they have no time for homework, no time to rest and no time to play.
Conditions in which children work are safe and promote the healthy development of the child	Children work in conditions that are not safe, they do not use protective gears, are exposed to harmful substances, work long hours, are verbally abused	Because working at home does not habitually involve use of harmful substances or dangerous equipment the kind of chores that children will do are not likely to harm them. Employed children on the other hand are frequently forced to work without protective gears, are exposed to harmful substances, are exposed to dangerous tools/machinery
Child has time for school, play, socialization and rest	Child does not have time for school/limited time for school, no/little time to play	Unless employment is mixed with school, working children in most cases do not have time for school or only have limited time. Many drop out because employment may involve long hours and many days, some continuously running up to four months of the year. Chores on the other hand are done after school, or just before school and there is a balance between work and school demands.

Push and pull factors

Poverty is the largest push factor. Working children repeatedly come from poor families. They often work to supplement family income. This is why child labour is linked to poverty and poverty reduction. It is essential for all stakeholders to understand that in order to effectively address the problem of child labour it is critical to address issues of poverty reduction as well. It is also important to understand that child labour and poverty are interdependent, in that children who remain in child labour are likely to be poor and their children are likely to be poor. Child labour can pass from one generation to another if action to address it is not taken.

The existence of opportunities to employ children, particularly in agriculture make children as well as their parents look for opportunities to earn extra income for the family or to meet some of the basic needs. For example, tobacco farming is a labour intensive crop that requires labourers. Farmers who grow tobacco have over the years employed children because children are easier to control and because they pay them less than adults. These practices make the elimination of child labour difficult as tobacco farmers are ready to employ children and less willing to employ adults.

There is also widespread belief that it is the responsibility of children to work to supplement family income and help the family meet some of the needs associated with schooling. This belief often compromises the need for the child to develop and reach their potential. It is critical to make a clear distinction between work that a child does as part of their social development process and work that deprives the child of the opportunities to develop.

SUMMARY

The problem of child labour is complex and the strategies for addressing the problem are intended to engage the public in visualizing the complex nature of the problem and the impact of the engaging children in economic activities that in the end are detrimental to the development of the child. In light of this fact, all key stakeholders have a critical role in implementing this strategy. However, because the major push factor is often household poverty and thus child labour is a strategy to address the challenges of poverty, it is vital to connect the strategy to poverty reduction policies and strategies.

KEY ELEMENTS: THE CONCEPT OF CHILD LABOUR

Minimum age of employment and child labour

A child is defined by the Convention on the Rights of the Child of 1989, ILO Convention No. 182 on the Worst Forms of Child Labour (1999), ILO Convention No. 138 on Minimum Age of Employment 138 (1973) and African Charter on Welfare of the Child, all define a child to be a person under the age of 18 years.

Convention No. 138: Note that not all work is restricted for children less than 18 years of age. Every nation is obliged to stipulate the age at which a young person is legally allowed to be employed. It is often the age at which a child will have completed basic education. In Tanzania, the minimum age of employment is 14 years for light work. Convention No. 138 categorizes the age at which a child can be employed; the convention states as follows:

Age	Condition	Recommendation from Conventions	Status in Tanzania
13 - 15 years	Light work – Work which will not harm the health or development of the child	Minimum age of employment should not be less than 15 years	Minimum age of employment is 14 years for light work
15 -18 Years	Work that will not limit/hinder them from attending school Allowed to do light work under conditions that are not hazardous, exploitative and promotes the development of the child. Different countries have a minimum age for employment	Children of 16 years can work in hazardous conditions only under strict conditions	All children below the age of 18 years are not allowed to work in hazardous conditions.

Measures to ensure age of children is acceptable for work include registering all children at birth (thus all children will have birth certificates); all employer are required to register all their employees (including their age).

Minimum age for assignment in agriculture

ILO Convention No. 184 on Safety and Health in Agriculture (2001), states that minimum age of work in agriculture should not be less than 18 years. Tanzania has not ratified this Convention.



The Convention states that an allowable 16 years of age as the employment age is allowed only where appropriate training is given and where the safety and health of young workers are fully protected. However, this is an exception to the general rule which states that children below 18 years should not be engaged in hazardous work. A *hazard* is anything with a potential to do harm.

SUMMARY

The age of a child is important in determining the type of work a child should undertake. The only exception is only when work is hazardous or unconditional, in which case, no child under the age of 18 years should be engaged in hazardous work unless the working conditions are improved and made conducive for children to work in.

Conditions of work: Convention No. 182 on Worst Forms of Child Labour

Convention No. 182 on worst forms of child labour (1999) and its Recommendation No. 190 state that work that is considered dangerous for a child below the age of 18 years is as follows:



- Exposes children to physical, psychological or sexual abuse.
- Work that is done underground, under water, at dangerous heights or in confined spaces.
- Work done with dangerous machinery tools or involves manual handling or transport of heavy loads.
- Work done in an unhealthy environments which may expose children to hazardous substances, agents or processes or to temperatures, noise levels or vibrations damaging to their health.
- Work done under particularly difficult conditions such as work for long hours or during the night or work where the child is confined to the premises of the employer.

Worst forms of child labour are categorized into two groups, the **unconditional worst forms**, these are the types of child labour that cannot under any circumstance be tolerated, for example child prostitution, recruitment of children in armed conflict, engaging children in illicit activities (e.g. sale of drugs) and forced labour. These economic activities are often illegal.

MAIN ELEMENTS IN CONVENTION No. 182

- Covers children below the age of 18 years
- Requires immediate and effective measures for the prohibition and elimination
- Includes slavery, forced labour, sale and trafficking of children, forced recruitment of children in armed conflict, use of children in prostitution, pornography, illicit activities, and hazardous work
- Requires penal sanctions
- Requires monitoring systems
- Requires criteria for determining hazardous work

The second category is work that by its nature is legal, but the working **conditions are hazardous**. In contrast with unconditional worst forms of child labour, the working conditions can be improved and older



children (above the legal working age) can be employed. Improving working conditions means removing all the elements that make that work hazardous. Due to this, hazardous forms of child labour must be stipulated in national legislation and conditions that make the work hazardous must also be made clear. However, Convention No. 138 and Recommendation No. 146 stipulate that where states have made entrance in hazardous work lower than the age of 18 years, it must progressively raise it.

Where children are employed in hazardous sectors – where the hazards are removed, the government must be able to do the following:

- Supervise and safeguard the conditions in which children work, even if it is for vocational training
- Provision of fair remuneration and its protection
- Strict limitation of hours spent at work – allowable hours should enable the child attend vocational training
- 12 hours night rest and resting in all holidays and weekends
- Annual holiday with pay of at least four weeks
- Social security coverage (including medical and other applicable social security schemes)
- Assurance of adequate standards of occupational health and safety during all hours of work

SUMMARY

Basically, while Convention No. 138 stipulates on categories of ages of children and the allowable ages for employment, Convention No. 182 lays the basic fundamentals and restrictions for the employment of children in certain sectors. It provides that children should not as a matter of principle be allowed to work in conditions that are unacceptable or hazardous. If on the other hand a national government has set a legal age for employment, that includes employment in sectors considered hazardous, then strict conditions of supervision and minimum acceptable working conditions must be set

HAZARDOUS WORK INCLUDES WORK THAT INVOLVES

- Exposure to abuse (physical, emotional, sexual, verbal, psychological)
- Work that is conducted underground or under water
- Work done at heights or in confined spaces
- Work that involves using dangerous equipment or tools
- Work that is carried out in unhealthy environment or involves hazardous substances
- Working in excessive hours, transporting heavy loads or having to work at night
- Likely to jeopardize the health, safety or morals of young persons

Child Labour deprives the child an opportunity for education



Recommendation No. 148 of Convention No. 138 makes it conditional for governments to have strategies and systems in place in order to ensure the effective and successful implementation of the convention. Among other things, such as the legal system, the Convention has urged national governments to have effective education systems in place.

The international agreements and commitments emphasize access to compulsory education because many working children often do not get the opportunity to attend school and therefore improving access to education is a strategy to reduce child labour and at the same time, it increases the chances for children to a better future. However the quality of education provided is critical for children to stay in school. A training study undertaken in Urambo (2008) indicates that a majority of the children work between 3 -6 hours in tobacco farms followed by a significant number that works between 7 -10 hours.

Studies have revealed that children who work for a significant number of hours and days are likely to drop out of school, get lower marks/grades and have irregular attendance. Often some of the children who have dropped out cannot go back to lower grades because of their age, as a result, there is lower confidence among. In such cases alternatives such as complementary basic education is provided. The Figure below shows the number of children that have not attended primary education (Training needs assessment In Urambo District, 2008).

It is also important for children to get the education support needed for them to continue with education. Many of the working children work in order to get educational and other basic needs, but this objective is often defeated because they are not able to fully take advantage of the education opportunities because of the number of hours spent working in the farms to get those needs. For example, the training needs assessment done in Urambo in 2008 reveals that a significant number of children work to get money to buy school needs.

At the same time, in order to compensate for the loss of child's labour at household level, parents of working children are assisted with grants or credit that they can use to engage in income generation.

THREE KEY INTERNATIONAL AGREEMENTS THAT LINK CHILD LABOUR TO EDUCATION

ILO Minimum Age Convention No. 138 and Recommendation No. 146 (1973)

The Convention states that all children of school going age should be in school and no child of school going age should be employed.

It also calls national governments to set the minimum age at 16 years.

The Convention on the Rights of the Child (CRC) 1989

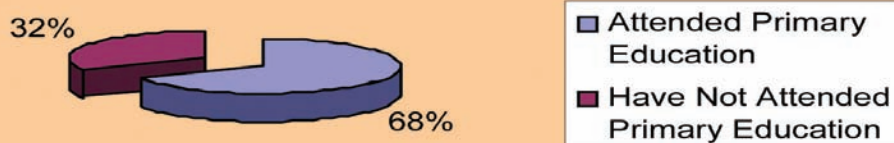
This is the first comprehensive treaty on rights of children. The convention addresses education for children in the following ways:

- guaranteeing children the right to be protected from economic exploitation;
- obliging governments to regulate and enforce minimum age, hours and conditions of employment;
- guarantees a child right to free primary education;
- directs the child's education to a wide range of skills and knowledge beyond numeracy and literacy.

UNESCO World Declaration on Education for All (1990)

Created a framework for providing education to all children that committed governments to meet the basic learning needs of all children, youth and adults and recognized that basic education can also be informal.

CHILDREN THAT DO NOT ATTEND PRIMARY SCHOOL



SUMMARY

One of the most effective strategies for elimination of child labour is improving access to education and retention of children in schools. Education provides opportunities for children to expand their knowledge and their chances of further educational advancement and eventually safer working conditions and better incomes. However, different actors play a critical role in ensuring that children attend schools, including parents, employers and school systems.

CONCLUSION



The concept of child labour is multi dimensional; its causes are related to poverty. However, these push and pull factors can be addressed to reduce impact on the child. The following issues are imperative to understand about the concept:

- ❖ The concept is also not homogeneous across different countries. Each country is required to stipulate the minimum age of employment in line with the convention and with the objective or progressively raising it as required under the convention.
- ❖ In principle, children should work as a means of socializing and learning about responsibilities. However, parents and employers must take caution to ensure that in doing work/chores, children are not exploited, abused or denied their basic rights, including right to play, learn, socialize and get basic needs. These rights are often legalized in national laws and must at all times be respected and adhered to.
- ❖ Worst forms of child labour are unconditional, in that they cannot be tolerated by our communities and all key stakeholders must take all action possible to eliminate the unconditional worst forms of child labour.
- ❖ Hazardous forms of child labour, which also fall under the worst forms of child labour cannot be tolerated and steps must be taken to ensure that children are not engaged in hazardous child labour. However, if steps are taken to remove the hazards from the work, young people who have reached the age of employment can be employed. In order for this to happen, national government must ensure that at all times, workplaces are closely monitored and that children are continuously protected from harm.
- ❖ Education is a key strategy in the elimination of child labour. National governments must strive to ensure that all children of school going age are attending school and that there are educational opportunities for older children that have completed primary school, particularly vocational education. In order for national governments to be successful in carrying this out, all stakeholders must be involved in supporting this cause. Education should be formal, but where the context requires informal or alternative models of education for children and adults alike, these must be sought, as long as the national education standards are met.

ILO
International Programme on the
Elimination of Child Labour (IPEC)

ILO Area office for Kenya, Somalia, Tanzania and Uganda
Kazi House, plot no 75/25 Maktaba Street
P.O Box 9212 Dar es Salaam, Tanzania
Tel: +255 22 2196700
Fax: +255 22 2126627
Email: daressalaam@ilo.org
Website: <http://www.ilo.org/daressalaam>

ISBN 978-92-2-123155-4



9 780221 231554

**Child labour book series:
Corporate social responsibility
for farmers, No. 2.**



NATIONAL POLICIES LEGISLATION AND STRATEGIES



**International
Programme on
the Elimination
of Child Labour
(IPEC)**

Child labour book series: Corporate social responsibility for farmers, No. 2:



National policies, legislation and strategies

**International
Programme
on the Elimination
of Child Labour (IPEC)**

International Labour Organization (ILO)

Copyright © International Labour Organization 2009

First published 2009

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 ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifro.org to find the reproduction rights organization in your country.

IPEC

National policies, legislation and strategies / International Labour Office, International Programme on the Elimination of Child Labour (IPEC). - Dar-Es-Salaam, Tanzania: ILO, 2009. 1 v. (Child labour book series: corporate social responsibility for frames; no.2)

ISBN: 978-92-2-123157-8 (Print); 978-92-2-123158-5 (web PDF)

International Labour Office; ILO International Programme on the Elimination of Child Labour

child labour / government policy / capacity building / plan of action / legislation / comment / Tanzania – 13.01.2

ILO Cataloguing in Publication Data

Acknowledgements

This publication was elaborated and coordinated by the IPEC Team in Tanzania.

Funding for this ILO publication was provided by the Eliminating Child Labour in Tobacco Growing (ECLT) Foundation (project URT/06/02/ECT).

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. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org or visit our website: www.ilo.org/publns.

Visit our website: www.ilo.org/ipec

Photos: © ILO, Geneva

Printed in Tanzania

Table of contents

Introduction	1
History of the international elimination of child labour	2
Introduction	2
Links between elimination of child labour, poverty reduction and MDGs	3
Key IPEC strategies for the elimination of child labour	5
Introduction	5
Key strategies	5
Poverty and child labour in Tanzania	8
Introduction	8
Commercial agriculture and child labour	9
National policies, strategies and legislation to eliminate child labour	11
Background	11
Key national policies related to the elimination of child labour	11
Key legislation	15
Key national strategies related to the elimination of child labour	15
National and local structures	18
Child Labour Unit	18
Child Labour Committees	18
National Intersectoral Coordinating Committee (NISCC)	18
National Steering Committee under the Ministry of Health and Social Welfare	18
Inter Ministerial Committee for Vulnerable children	18
Conclusion	19

INTRODUCTION

Eliminating Child Labour in Tobacco Growing (ECLT) Foundation is an initiative by the tobacco corporate sector launched in Geneva in 2002 (office was officially opened in 2001) to address child labour in commercial agriculture. The Foundation believes that needs of each country are unique, needing the full engagement, participation and pro activeness of local populations. The foundation promotes rights of children to schooling, family life, security, safety and healthy upbringing. The ECLT works in close partnership with key national actors such as government, employers associations, trade union, tobacco growers, community, civil society and the corporate sector to comprehensively and sustainably address child labour in agriculture.

In principle, the ECLT supports the ILO Conventions which prohibit hazardous work for children under the minimum age of employment and therefore advocates against use of child labour in hazardous commercial agriculture, particularly the use of machinery and agrochemicals by children in tobacco farming or activities that hamper school enrolment, attendance, performance and retention. The approach emphasized by the foundation is multi sectoral due to the complex and multi dimensional nature of the child labour problem and therefore common strategies include prevention, withdrawal, protection, capacity building and improving livelihood of communities. The foundation has supported activities such as integration of child labourers into formal education or skills training, strengthening education infrastructure, support to non formal education, income generation grants to families and youths, improving access to markets, provision of basic health services, strengthening agricultural methods and increasing awareness.

Tanzania began taking action against child labour in 1994 when a Memorandum of Understanding was signed between the ILO and the Government of Tanzania aiming to tackle the child labour problem. International Programme on the Elimination of Child Labour (IPEC) which begun in 1995 supported the implementation of activities that targeted capacity building, direct action (prevention, withdrawal and protection), provision of educational opportunities and improving livelihoods. Although specific interventions to eliminate child labour in tobacco agriculture begun when the nation identified commercial agriculture as one of the worst forms of child labour sectors and therefore needing immediate interventions, the national and international commitment to take action against hazardous child labour in agriculture had begun through international conventions. The ECLT Foundation is supporting the production of the booklet through the project called "Towards sustainable action for prevention and elimination of child labour in tobacco farming in Urambo district, Tanzania."

This booklet is one in a set of three booklets that aims at educating stakeholders about the problem of child labour, the national policies, legislation and strategies and the specific hazards of engagement of children in tobacco farming. Readers are encouraged to read the full set in order to get a full understanding of the problem and interventions at both a national and global levels.

HISTORY OF THE INTERNATIONAL ELIMINATION OF CHILD LABOUR

Introduction

The ILO in collaboration with various institutions and partners in different countries has been struggling to push the elimination of child labour agenda forward and evidence reveals that this struggle is beginning to reap fruits. The Follow up Report on the Declaration of ILO on Labour Standards at the Workplace (2006), highlights some of the achievements made to date. The report states that the number of working children has been reduced to 11% since 2002. The report further reveals that the number of children in worst forms of labour has been reduced to 26%. This reduction is significant but more needs to be done to address this problem given that by the end of 1980, there was still resistance against issues of child labour. The ILO in collaboration with its partners has to invest in awareness raising, research and capacity building with the aim of revealing this problem to the world.

In 1989 after the enactment of the Convention on the Rights of the Child, the ILO decided to aggressively address the child labour problem. In 1992 the ILO International Programme on the Elimination of Child Labour (IPEC) started with funding from the government of Germany. Implementation started in six countries, Brazil, India, Indonesia, Kenya, Turkey and Thailand. To date, IPEC programmes are implemented in numerous countries and funded by over 30 donors' worldwide. Two people that distinguishably supported this cause include Minister Norbert Blum of Germany who gave the ILO the permission to launch IPEC as an international programme and Senator Tom Harkin, an American Senator who is an advocate of the ILO and IPEC programmes in the American Parliament.

In 1995, there was a strong push for national commitment to eliminate child labour. This was discussed at the Social Summit at Copenhagen. The Summit emphasized that national states should increase their commitment in implementing all ILO core conventions. In 1998, the ILO Declaration on Rights and Principles at Work was passed. The Declaration further emphasized the implementation of ILO Conventions by all ILO members, irrespective of whether they had ratified the conventions. In 1999, ILO Convention No. 182 on Elimination of the Worst Forms of Child Labour was passed. This convention was a breakthrough for the campaign against child labour as it was unanimously passed and ratified by member states in greater numbers than before (with any other convention).

In 2002, a special conference for children called by the United Nations assisted to increase attention to issues facing children raise the political profile of the agenda to eliminate child labour. It was important to raise the level of political commitment to the issue of children's rights. This was followed by the September 2005 global conference organized by the United Nations that involved heads of state from 150 countries world wide to give a declaration regarding issues of youth and women employment, fair globalization, and

gender equality. Since 2002, IPEC programmes have reached more than 5 million children. However, two sectors still pose a great challenge, child labour in agriculture and domestic work sector. Likewise, in the same year, the ILO in collaboration with UNESCO, UNICEF, World Bank and Global Movement against child labour met and has been meeting every year to discuss the progress of elimination of child labour and education. So progress has been made and evidence shows that international cooperation has contributed significantly to this achievement, although there are opportunities to strengthen interventions in many areas. These have been mentioned in the Follow up Report (2006) to be integrating child labour in national development strategies, plans and policies; increasing international collaboration; paying more attention to issues of child labour when creating decent work opportunities for youth.

One of the lessons learned from ILO experience is that national and community processes are central to the achievement of the elimination of child labour. An effective and committed local government can make the campaign go a long way in terms of mobilization of community support and response on issues of child labour.

Disappointingly, Africa South of Sahara is posing great challenges in terms of reaching the Millennium Development Goals (MDGs) which have a direct impact on the status of child labour. Consequently, the prevalence of child labour is still quite high.

Links between elimination of child labour, poverty reduction and MDGs

The ILO and all its partners acknowledge that economic growth and development is pertinent but not sufficient for the elimination of child labour. Economic growth and development should underline respect for human rights, equality, decent work and education. The elimination of child labour depends on the successful implementation and achievement of social development policies, particularly in ensuring that all children have free access to education and that the young people have access to decent employment.

IPEC contributes to the ILO's work on the MDGs because it establishes the link between poverty eradication and elimination of child labour. Universal primary education (MDG 2) cannot be possible without ensuring that all children of school going age are attending school. At the same time, without elimination of child labour, poverty cannot be eradicated and without eradication of poverty, child labour cannot be eliminated. This means that in designing economic development strategies, policies and plans, effective links with other important sectors for the elimination of child labour must be established. Likewise, policies and strategies must aim at poverty reduction and enhanced economic opportunities for the poor.

Additionally, by working, the young children reduce their present economic welfare or future income earning capacity. The overall aim is to contribute to conditions that will enhance and ensure decent work for the current and future generation.

SUMMARY

The elimination of child labour is a process that started many years back and it was intensified towards the end of 1980s. Evidence from reports show that progress has been made and there is a reduction of the number of children entering into child labour globally, though there are many challenges and there remains a lot to embark on in order to completely eliminate child labour and its worst forms in various sectors. Commercial agriculture and domestic work are the sectors that still pose a challenge; elimination of child labour in these sectors needs immediate and intensified attention, particularly in sub Sahara Africa where the prevalence of child labour is high. Indeed, understanding the concept of child labour, its causes and searching for solutions in collaboration with communities and all other stakeholders is of utmost importance and must be a continuous process.

KEY IPEC STRATEGIES FOR THE ELIMINATION OF CHILD LABOUR

Introduction

IPEC employs a number of strategies in addressing the problem of child labour. Over the years, it has become clear that a multi dimensional approach to addressing child labour is necessary in order to ensure that the problem is addressed in a holistic and sustainable manner. The following are some of the common strategies that IPEC employs in eliminating child labour.

Key strategies

- ***Building a knowledge base***

IPEC is a programme that highly depends on evidence based planning and strategizing. This means that studies and researches that reveal the context specific push and pull factors, existing attitudes and responses towards the phenomenon of child labour and existing threats and opportunities must be well understood before any action is taken to address child labour. As a result, IPEC has undertaken a series of sector specific studies as well as international and national surveys to determine the estimates, magnitude of the problem and ways of dealing with it. Including studies that highlight relationships between wages paid to children and productivity, the measurement of children's non economic activities and impact of economic activities on children's future.

Tanzania has done a series of studies, ranging from child labour specific surveys in the areas of commercial agriculture (in tea, tobacco and other sectors), child prostitution, mining, domestic work and fishing. Studies have mainstreamed some of the most crucial issues such as HIV and AIDS, decent work, gender, education, health and policy development.

- ***Withdrawal, prevention and rehabilitation of children***

The foremost IPEC agenda is to ensure that children who are working in worst forms of child labour are immediately removed from such situations. Progressively, IPEC's goal is to remove all children from child labour. This strategy is complemented by a prevention strategy aimed at preventing other children from entering child labour. In doing so, children are provided with a range of basic and compulsory services ranging from provision of education (primary, secondary and vocational), health services, counselling, rehabilitation, family placements (returning trafficked children to their families), provision of grants/income generation training to families and older children and providing them with other basic needs as the situation demands.

- ***Tracing and tracking impact of child labour interventions***

Through implementation experience, IPEC has developed a number of methodologies for measuring impact of IPEC and partner activities. These methodologies provide information of how and where IPEC is making the most impact as well as the needed investments levels for future IPEC action. The methodologies are also aimed at identifying the broader and longer term changes in the lives of beneficiary children and their families, tracer studies have been undertaken and tracking systems developed to support this process. Methodologies are also being designed to track impact from policy and institutional development activities that will provide information on sustainability of current and future interventions.

- ***Documenting good practices and learning from past experiences***

The number of interventions that have been supported over the years through IPEC programmes have yielded numerous lessons that future interventions can learn from. IPEC and national partners make it a point to document lessons and good practices in programme implementation. The aim is to replicate good practices, sustain activities/practices that are making an impact on the lives of beneficiaries and disseminate information to interested stakeholders so that they could learn and apply the strategies that have proved to work efficiently.

- ***Multi-dimensional capacity building and technical assistance to national and regional projects***

IPEC support to countries is multidimensional and aimed as supporting the establishment of mechanisms and structures that will eventually and continuously monitor child labour trends and take action to address the problem. In doing so, national time-bound programmes and regional and sub regional projects are initiated to support national governments create a conducive environment for the sustainable elimination of child labour. These programmes are often aimed at changes in policy, attitudes, practices that exploit children, strengthening collaboration and joint action and the enhancing the respect for the rights of children. they are also aimed at promoting the ILO decent work agenda particularly for youth (ages 15 -24) and women in both the formal and informal sectors.

- ***Mainstreaming gender and HIV and AIDS***

Linkages are continuously made with key issues such as gender, HIV and AIDS, poverty eradication, capacity building and governance. Gender and HIV and AIDS are an important ingredient in all action against child labour as women, men, boys and girls have different roles to play in the process to eliminate child labour. Equally, evidence shows that boys and girls are affected differently in terms of participating in child labour as well as in benefiting from interventions. Similarly, the social economic impact of HIV and AIDS cannot be underestimated, particularly on how the epidemic has increased levels of vulnerabilities for families coping with it and children who are left orphaned and helpless.

SUMMARY

Experience shows that since child labour is a complex phenomenon caused by multiple factors, from poverty to weak educational and health infrastructures, poor policies and legislation to protect children, limited knowledge about laws and policies. The strategies to eliminate it must also be multidimensional, long and short term and sustainable. Strategies must comprise of action to remove children from child labour and prevent others from entering child labour, strengthening policies and legislation and designing effective strategies that adequately address the policy and legislative gaps, promoting partnerships and joint action, educating communities and building capacities of duty bearers and strengthening international and national collaboration on all issues regarding the elimination of child labour.

POVERTY AND CHILD LABOUR IN TANZANIA

Introduction

In Tanzania, over 36% of the population lives below the basic needs poverty line out of which 18% lives below the food poverty line. Women and children are the most vulnerable groups to poverty and household income insecurity. About 45 percent of all female-headed households and 49 percent of male-headed households are extremely poor, as their average daily income is less than 0.75 US Dollar per day. However, women are poorer than men owing to their vulnerability including lack of asset ownership (including land and livestock) and limited schooling opportunity. The PSRP report indicates that, rural poverty is associated with lack of economic opportunities, but more specifically with poor access and inadequate market information.

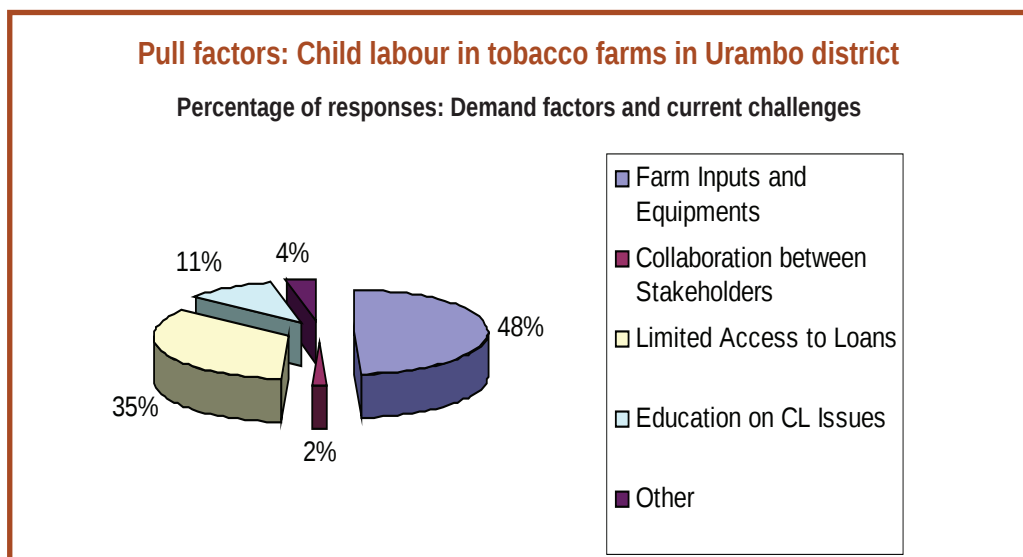
Studies and findings show that over 40% of the households in Tabora region live below the food poverty line (2001/2 Household Budget Survey). Urambo is ranked as among the 10 bottom regions in terms of total net enrolment and improved water supply. The district has 129 primary schools, 27 secondary schools and 2 vocational training institutions (Urambo district report 2007), school attendance is low and drop out rates are extremely high. The increase in the levels of poverty at household's levels is increasingly pushing children to contribute to family income and get their basic needs. The supply of working children in tobacco farms is therefore found primarily among poor.

Child labour features in the National Strategy for Growth and Reduction of Poverty (MKUKUTA). This is because poverty is recognized as a major cause of child labour in Tanzania. The overall target in the MKUKUTA is to reduce its incidence in the country from 25% to less than 10% by 2010 and avail working children with alternatives including primary education and marketable vocational skills training. Goal 4 of Cluster I of the National Strategy for Growth and the Reduction of Poverty (MKUKUTA) outlines the reduction of rural poverty as a key outcome indicator. **The elimination of child labour is a key sub category of the achievement of this key outcome indicator.** At the same time, goal 1 of cluster two focuses on increased access to primary and secondary education, including vocational training for children of school going age. The attainment of this goal includes increased enrolment rates for pre-primary and primary level children as well as increased enrolment rates in vocational education training institutions for young people. Tanzania is also in the process of developing a comprehensive social protection programme for most vulnerable children who include working children.

Rural poverty is one of the challenges in elimination of child labour in commercial agriculture. Despite the government's policy on universal primary education, i.e. free primary education for all, many families fail to meet education related costs such as uniforms, exercise books, textbooks, other school materials and other contributions as per school needs for example, contributions for security (school guard's salary) and school feeding programs. By and large, school enrolment is lower in the rural areas than in urban areas because

of various reasons including lack of sufficient teachers, distance from households to schools, low income of families and poor learning environments.

Extensive tobacco growing by families is associated poverty. At the same time, farmers extensively use children as workers in tobacco farms because of lack of capital for inputs and money to pay extra adult workers. There are also limited opportunities economic activities. Evidence from a recent study on training needs of tobacco farmers, children and parents indicates that the leading pull factors of child labour in tobacco farming include lack of inputs and equipments, limited access to loans and credit facilities and lack of knowledge on child labour issues (2007). Push factors include need for children to earn money for educational materials, contribute to family income and get basic needs such as food and shelter.



Commercial agriculture and child labour

Child labour in commercial agriculture is mainly found in tea coffee, tobacco plantations, and cashew nuts farms in Tanzania. Working children are found in tea estates in Mufindi and Iringa districts in Iringa region, and in coffee estates in Arusha and Arumeru districts in Arusha region. Urambo district in Tabora region is known for tobacco production which is consistently associated with hazardous child labour. Rapid assessments carried out in the five districts by IPEC (2002) found that children working in Tea, Coffee and Tobacco estates are between 3 and 17 years old. A study carried out by the Association of Tobacco Traders in Tabora region (2003) has shown that children make up 45% of the labour force in the tobacco farms in Urambo district, and that household poverty, compounded by large size families are the major push factors (Annual Report, Association of Tanzania Tobacco Traders, 2005).

Urambo is one of the districts of Tabora region and is the leading district in Tanzania in growing tobacco as the main cash crop; other cash crops are sunflower and groundnuts. It is a crop that is largely grown by

smallholder farmers. These smallholder farmers and the plantations have over the years used child labour as one of the main means of getting maximum outputs out of cheap labour. Children working in commercial farms come from Urambo, Kigoma, Singida, Dodoma and Rukwa regions, most of them poor. The district also grows food crops like cassava, maize, beans, millet and sweet potatoes.

Urambo is amongst the regions with the highest percentage of children stunted and the situation is worsening (URT, Poverty and Human Development Report, 2005). The net primary school attendance ratio and gross attendance ratio are amongst the poorest in Tanzania and the difference between the highest and lowest ratios are significant. The situation is worst for female children as compared to male children [ratio of 50.4 for male children where the highest ratio is 88.1 (Kilimanjaro) while for girls, the ratio is 44.1 where the highest is 91.0 Kilimanjaro)]. For secondary schools, the situation is not any better and in fact, it is worse. The net attendance ratio for boys is 0.7 and though this is the second lowest, the gap between this ratio and the highest ratio is significant, 33.2 – Zanzibar. The secondary school attendance ratio for female children is 0.0 and it is the lowest in Tanzania (National Bureau of Statistics, Demographic and Health Survey, 2005). This limited performance is highly linked to the engagement of children in commercial agriculture.

SUMMARY

It is clear that the major push factor for child labour in tobacco farming in Urambo district is poverty. Poverty is manifested in a number of ways, including lack of household income, lack of capital and farm inputs for farmers, lack of educational support for children coming from poor families and gender inequalities caused by negative social cultural practices. The high engagement of children in commercial agriculture directly affects their attendance and retention in schools.

NATIONAL POLICIES, STRATEGIES AND LEGISLATION TO ELIMINATE CHILD LABOUR

Background

Tanzania has ratified the key conventions on the elimination of child labour which are the ILO Convention (No. 138) on Minimum Age and the ILO Convention (No. 182) on Worst Forms of Child Labour in 2001. These two Conventions have been domesticated through the enactment of the national labour legislation, the Employment and Labour Relations Act No. 6 of 2004. There are also national guidelines aimed at promoting children's rights to education as well as right from abuse and exploitation. The Ministry of Labour, Employment and Youth Development in consultation with stakeholders has developed and disseminated national Strategies for the Elimination of Child Labour. The goal is to eliminate these forms of child labour by year 2010.

The national campaign to eliminate child labour in Tanzania started in 1994 through the support of the ILO's International Programme on the Elimination of Child Labour (IPEC). A time-bound programme was later launched (2001) as a demonstration of the government commitment to eliminate worst forms of child labour in the country.

Key national policies related to the elimination of child labour

- **Ministry of Education and Vocational Training: Education and Training Policy, 1995**

Specific objectives of the policy: The emphasis is on improvement of quality of education and training, the expansion of education and training opportunities to meet demand, increase average per capita education cost and increased resource flows to the sector. Girl's education is prioritized and their limited access to education recognized. Ministries responsible for education devolve their responsibilities of management and administration of education and training to lower organs and communities (regions, districts and communities). **Education and training boards** are established for every region, district, town, municipal and city council and are **responsible for management of education and training in their jurisdiction**.

Pre primary education: The policy states that infants and young children (0-6yrs) shall be cared for and receive initial education at **home** and in a few existing day care centres, kindergartens, nursery and other pre schools located mostly in **urban areas**. The policy takes **cognizance of children with special learning abilities or difficulties** and recommends the taking of appropriate measures by **designing special programmes for them**.

Primary education: The policy aims at enabling **every child** acquire basic education. Primary education is **compulsory in enrolment and attendance**. **Education for all is stated to be a human right**. After

primary education, pupils can go to secondary schools, vocational training **or enter the world of work.**

Secondary education: Is provided only to children who will have **successfully completed seven years of primary education and have met the requisite entry requirements.**

Vocational and technical education and training: Policy emphasizes on access to education and technical training where the context allows.

Non formal education and training: Aims at enabling **children out of formal school system** to improve the quality of their life through a variety of relevant educational and training programmes. The policy states that Government shall promote, strengthen, coordinate and integrate non formal education with formal education and training systems.

• **Ministry of Labour, Employment and Youth Development: Youth Development Policy, 2008**

Definition of youth: Policy uses the UN definition of youth – from the age of 15 -24 years. The policy recognizes that not all youths have access to education, although it is a guaranteed right in the constitution; access to justice is limited; access to formal and informal employment is limited; exploited in employment (work longer hours for less pay). Policy puts emphasis on role of youths in national development.

Goals (among others): to protect rights of youths such as right to employment, education, health and other services; to establish workable plans of employment aimed at solving the problem of employment; to formulate practical plans to provide youths with skills training and education; to establish systems that will enable youths to secure tools/equipment, capital, workplace and markets for self employment; to establish appropriate plans to provide youths with health services; to establish education plans for girls who drop out school because of pregnancy; to improve education environment and increase opportunities for education and training for youths.

• **Ministry of Labour, Employment and Youth Development: Social Security Policy, 2008**

General objective: The general objective of the policy is to ensure that every citizen **is protected against economic and social misery resulting from substantial loss in income.** The policy covers both the formal and non formal employment sectors. It also addresses needs of the elderly and children (as vulnerable groups). The policy is expected to (among other things), widen the scope and coverage of social security services to all the citizens; harmonize social security schemes in the country; reduce poverty through improved quality and quantity of benefits offered; and establish a social security structure that is consistent with the ILO standards but with due regard to the socio-economic situation in the country.

According to the policy, provision of social security services in the country shall be structured as follows.

- a) **Social assistance programmes:** through social assistance programmes that constitute services such as primary health; primary education, water, food security and social welfare services to vulnerable groups such as people with disabilities, the elderly and children in difficult circumstances on a means tested basis.

- b) **Mandatory schemes:** Provides for all employees in the formal sector but extend coverage to the informal sector such as agricultural, mining, fishing and small businesses.
- c) **Supplementary schemes:** specific for different social services like health, pensions and other types of insurance over and above those provided by mandatory and social assistance programmes. These schemes shall be run by employers, private companies, professional bodies and community-based organizations (CBOs).

- **Ministry of Labour, Employment and Youth Development: National Employment Policy, 2007**

Objectives of the policy: To involve various groups of people in all employment programmes including women, youths, people with disabilities, retired people and retrenches.

Employment promotion for special groups: Special groups include **women, youths, people living with HIV and AIDS, and people with disability**. The policy states that special programmes aimed at creating employment for this group be initiated at national and local government levels, focusing on employment in the informal sector.

Strategies for employment creation for special groups: Includes expanding vocational training; advising youths on how to secure loans from various sources; starting a special fund for purposes of training costs and loans for self employment to special groups; emphasizing appropriate counselling and education in schools aimed at preparing youths for employment.

Supervision and costs for implementing policy: A national employment council under the vice President's Office is in charge of supervising implementation of policy. Among the responsibilities of the council is the coordination of all employment issues in the country. Members of the council include (among others) Ministry of Labour, Prime Minister's Office, Education and Culture, Ministry of Community Development, women and Children, (Ministry of Health Missing).

- **Ministry of Community Development, Gender and Children: Child Development Policy, 1996**

Definition of a child: a child is a person below the age of eighteen years. The policy makes a distinction between rural and urban situation of children and the need to consider them as categories requiring different kinds of interventions. Children in rural areas: children face poverty related problems which include inadequate social services such as school, health and environmental services.

Objectives of the policy:

- To provide direction and guidance on child survival, protection and development. Measures to promote **child survival** include **strengthening primary health care services** with the aim of promoting immunization, medical checkups and treatment for children. Ensure provision of **essential nutrients** for children **in areas where there is a shortage of foods with nutrients**.

- Protection from: exploitation, tasks incompatible with their age, deprivation, oppression and neglect. **Protection of children living in difficult circumstances, such as orphans, children with disabilities, street children, children affected by natural disasters, children who cannot fend for themselves eg. adolescent mothers.**
- Provide directions on upbringing of children in difficult circumstances. Measures to promote protection of children living in difficult circumstances- include **identifying them** and recognizing their needs, **setting aside adequate resources for this purpose**, providing them with expertise and services which cater for their needs as well as providing them with guidance and counselling.

Role of children, parents, guardians, institutions and ministries: The Ministry responsible for **social welfare** is to ensure that children **in difficult circumstances receive their rights and basic services**; it should also ensure that the interests of children involved in criminal offences are protected. The policy states that the ministry responsible for **child development** in collaboration with the Ministry of Education is to ensure that **all children of school going age are enrolled and special arrangements made for children above the age of enrolment**. **Develop a system whereby children whose parents or guardians are unable to pay get an education**; ensure that those that dropped out of school and those that have never gone to a school get educated.

- **Prime Minister's Office: National Policy on HIV/AIDS, November 2001**

Definition of an orphan: Within the AIDS epidemic in Tanzania is a child between the age of 0-15 years who has lost both parents.

Principles to guide the national policy on HIV/AIDS: The policy recognizes that women and girls need extra consideration to protect them from the increased vulnerability to HIV infection in the various social, cultural and economic environments.

Prevention of HIV sexual transmission - Out of school children: Policy proposes that programmes on sexual and reproductive health should be developed for out of school youths.

Support Services for orphans and children affected by HIV and AIDS: The main objective of support services is to **provide a legal and social framework for the promotion of care and support to people affected by HIV and AIDS particularly widows and orphans**. Local government is to provide support and **sustain services to PLHAs, widows and orphans**; Support and protection from HIV/AIDS is to be provided **to orphans and children in special institutions including street children and those with disabilities at risk of HIV infection**; Orphans in sibling headed households are to receive support from both the central government and local councils and the community to minimize the impact of HIV/AIDS on their lives.

- **Ministry of Health and Social Welfare: National Policy on Disability, 2004**

Definition of a person with disability: A person with disability within the Disability policy of 2004, is defined as *"an individual whose prospects of obtaining and retaining an employment are greatly reduced due to*

known physical, mental or social factor". The policy emphasizes the need for early interventions to identify children with disability. It underscores the importance of participatory mechanisms for identifying people with disability. The policy prioritizes the following groups in the delivery of services, women, children and older people with disability.

The policy recognizes that education is essential for the development of a child's potentialities and notes that some parents perceive children with disabilities as a burden and opts not to send to school; however, the it states that children with disability have limited access to the educational system. Almost all school facilities at all levels are inaccessible. Teacher education and school curriculum do not incorporate the needs of disabled persons.

Key legislation

The legislation protects children from the worst forms of child labour. It states that **no one shall employ a child below the age of 14 years** and makes 15 years the minimum age of employment.

The Act states that work that places at risk the child's well-being, education, physical or mental health, or spiritual, moral or social development is prohibited.

Age of a child: Child means a person under the age of 14 years; provided that for the employment in hazardous sectors, child means a person under the age of 18 years.

- ***The Education Act, 1978***

The law perceives a basic parental duty to ensure that children are enrolled and attend formal school. The Education Act, 1978 provides for, compulsory enrolment and attendance of pupils in Primary Schools as per section 35 under which every child who is aged seven years but has not attained the age of thirteen years must be enrolled for primary education.

Under the primary school (Compulsory Enrolment and Attendance Rules 1979 (GN 129 of 1979), **parents may be guilty of an offence if they fail to take reasonable steps to ensure that a child is enrolled and regularly attends primary school until the completion of primary education**. This also applies to any other person who interferes with a child's attendance.

The local authorities are empowered to "grant some of its money towards the establishment, equipment or maintenance of schools and educational institutions"

Key national strategies related to the elimination of child labour

- ***Ministry of Community Development, Gender and Children - Five Year Strategic Plan (2006 2011)***

The immediate objective accentuates the existence of a National mechanisms and socio-cultural practices that promote and protect rights of Tanzania children, women and men. The objective aims at achieving

equality, and equity. Special focus is on equal provision of opportunities, participation, education and resources distribution.

• ***Ministry of Labour, Employment and Youth Development: Strategies for Elimination of Child Labour in Tanzania***

Youth Employment Action Plan: Lays out the strategies for promoting youth employment in both the formal and informal sectors.

National Strategies for the Elimination of Child Labour: A comprehensive set of strategies were developed based on lessons learned between 1994 and 2001. The objectives of the study include to improve coordination against child labour and apply effective strategies for sustainable action against child labour and its worst forms.

Strategies include the following:

- Empowering vulnerable parents/guardians economically
- Key actors contribute effectively to the implementation of the MKUKUTA
- To improve the quality of primary education
- To strengthen the capacity and competence to teachers
- To strengthen the institutional arrangements through the education system in order to improve decentralization and accountability
- To promote environmental conservation
- To introduce alternative means of livelihood
- To strengthen the capacity and competence of teachers and other actors to deal the impact of HIV and AIDS
- To create a modern legislative framework which consolidates and articulates strategies in conformity with ILO standards
- To mainstream child rights in the constitution of the United Republic of Tanzania
- To mainstream child labour and its worst forms in pre and post qualification professional training in key professions such as teaching
- To make by laws prohibiting child labour and its worst forms
- To make laws prohibition absenteeism
- To raise levels of awareness

Time-bound programme for the elimination of worst forms of child labour in Tanzania: Aims at addressing the worst forms of child labour in Tanzania. The programme covers a number of districts and supports direct action interventions aimed at preventing and removing children from the worst forms of child labour; building capacities of local partners and communities and strengthening local structures that have the responsibility of supervising and monitoring the trends of child labour.

Elimination of child labour in tobacco farming: Programme aimed at eliminating child labour in commercial agriculture (tobacco sector). Activities under the programme include direct action interventions,

capacity building of local structures including communities, increasing awareness levels about hazards of tobacco farming for children and supporting the establishment of sustainable structures for the elimination of child labour.

Promoting gender equality and decent work throughout all stages of life in Tanzania, 2001-2006, (CCT): Promotes equality in employment for women and youth and at the same time puts emphasis on the elimination of child labour particularly in the informal sector.

- ***Ministry of Education and Culture***

PROGRAMMES

Complementary Basic Education in Tanzania (COBET): The programme targets children that have dropped out of school or have never been enrolled in primary education. It is a mechanism that aims at meeting MDGs that aim at ensuring access to primary education by every child. The COBET programme is implemented in various districts in Tanzania.

Education II Project - National Multisectoral Strategic Framework (08-12): Aims at improving access to primary and secondary education. Some of the activities include increasing the number of teachers and schools in all districts in Tanzania.

SUMMARY

The policies and strategies highlight the national commitment to eliminate child labour in all sectors. They provide a framework from which different actors, including communities can take action to address child labour. There is an emphasis on access to education highlighted in all the strategies and policies because education provides the means for children to have the opportunity to increase their knowledge and progressively move out of poverty.

NATIONAL AND LOCAL STRUCTURES

Child Labour Unit

The Child Labour Unit was established in 1994. District sub committees have been established in selected districts in Tanzania with the aim of extending support to districts. Their main role is coordinate various district interventions related to child labour and its worst forms and ensure that the child labour issues and activities are gradually integrated in to the district development plans.

Child Labour Committees

Child labour committees are established at various local government levels, from district to ward to village levels. The overall function of the child labour committees is to provide an oversight role, to guide implementation and action against child labour and monitor trends in terms of elimination of child labour at the local levels. Child labour committees at village level play a critical role in monitoring and checking trends of child labour.

National Intersectoral Coordinating Committee (NISCC)

This is the national body responsible for overseeing the implementation of child labour interventions. It has four sub committees to assist it coordinate information from district levels. The committee is responsible for building the capacity of social partners and other stakeholders and to assist the government and social partners to develop and implement short term strategic interventions for protection, prevention and withdrawal of working children from exploitative and hazardous workplaces.

National Steering Committee under the Ministry of Health and Social Welfare

The National Steering Committee is the overall authority in matters relating to policy, guidelines for quality control of the care, support and protection of orphans and vulnerable children– this committee is under the Ministry of Health and Social Welfare.

Inter Ministerial Committee for Vulnerable children

The Inter Ministerial Committee for Vulnerable Children is under the Ministry of Community Development, Gender and Children; the committee oversees issues affecting all children in general and poor and vulnerable children as well. Every ministry dealing with children's issues participates in this committee.

SUMMARY

The national structures in existence are already doing great work in terms of setting standards, advocating for policy, guidelines and strategies and guiding and directing attention to child labour issues in Tanzania. A lot can be done at community level to further engage communities in increasing their contribution to this process and enhancing their knowledge on issues of child labour. All key actors need to take an active part, every stakeholder has a role to play and can make a difference in the campaign.

CONCLUSION

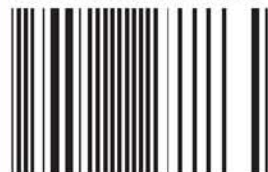
The process to eliminate child labour has been going on for a number of years, ever since the industrial revolution in Europe to the establishment of the ILO. The campaign has spread from developed countries to developing countries. Child labour is a worldwide phenomenon and affects a great number of children world wide, particularly poor and vulnerable children.

It is also evident that community participation in the elimination of child labour is at the heart of the success of this campaign. Community participation is critical because it ensures sustainability and commitment to sustainably eliminate child labour. Communities must own processes and actions and must participate in designing of programmes, policies, legislation, community action and all other processes relevant to the elimination of child labour. Communities have the opportunity to effectively participate by working closely with established structures, making sure that they hold them accountable, participate in all management activities, provide adequate support to the structures and commit time and resources to the campaign against child labour. Everyone has a role to play and that role is immensely critical to the process.

ILO
International Programme on the
Elimination of Child Labour (IPEC)

ILO Area office for Kenya, Somalia, Tanzania and Uganda
Kazi House, plot no 75/25 Maktaba Street
P.O Box 9212 Dar es Salaam, Tanzania
Tel: +255 22 2196700
Fax: +255 22 2126627
Email: daressalaam@ilo.org
Website: <http://www.ilo.org/daressalaam>

ISBN 978-92-2-123157-8



9 789221 231578

**Child Labour Book Series
Corporate Social Responsibility
for Farmers, No. 3**



CHILD LABOUR, COMMERCIAL AGRICULTURE AND ROLE OF TOBACCO



3

**International
Programme on
the Elimination
of Child Labour
(IPEC)**

Child labour book series: Corporate social responsibility for farmers, No. 3:



Child labour, commercial agriculture and role of tobacco farmers

**International
Programme
on the Elimination
of Child Labour (IPEC)**

International Labour Organization (ILO)

Copyright © International Labour Organization 2009
First published 2009

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 ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifro.org to find the reproduction rights organization in your country.

IPEC

Child labour, commercial agriculture and role of tobacco / International Labour Office, International Programme on the Elimination of Child Labour (IPEC). - Dar-Es-Salaam, Tanzania: ILO, 2009. 1 v. (Child labour book series: corporate social responsibility for farmers; no.3)

ISBN: 978-92-2-123159-2 (Print); 978-92-2-123160-8 (web PDF)

International Labour Office; ILO International Programme on the Elimination of Child Labour

child labour / child worker / hazardous work / tobacco / plantation / Tanzania – 13.01.2

ILO Cataloguing in Publication Data

Acknowledgements

This publication was elaborated and coordinated by the IPEC Team in Tanzania.

Funding for this ILO publication was provided by the Eliminating Child Labour in Tobacco Growing (ECLT) Foundation (project URT/06/02/ECT).

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. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org or visit our website: www.ilo.org/publns.

Visit our website: www.ilo.org/ipec

Photos: © ILO; Geneva
Printed in Tanzania

Table of contents

Introduction 1

Child labour in tobacco farming 2

 Introduction 2

Hazards of tobacco farming and risk assessment 4

 Introduction 4

 Assessing the risks of child labour in tobacco farming 5

 Use of agrochemicals in tobacco farming: Risk assessment 6

Nature of risks for children working in tobacco farms 7

 Hazards of tobacco farming 7

Role of tobacco farmers in eliminating child labour 9

 Practicing corporate social responsibility 9

Conclusion 11

INTRODUCTION

Eliminating Child Labour in Tobacco Growing (ECLT) Foundation is an initiative by the tobacco corporate sector launched in Geneva in 2002 (office was officially opened in 2001) to address child labour in commercial agriculture. The Foundation believes that needs of each country are unique, needing the full engagement, participation and pro activeness of local populations. The foundation promotes rights of children to schooling, family life, security, safety and healthy upbringing. The ECLT works in close partnership with key national actors such as government, employers associations, trade union, tobacco growers, community, civil society and the corporate sector to comprehensively and sustainably address child labour in agriculture.

In principle, the ECLT supports the ILO Conventions which prohibit hazardous work for children under the minimum age of employment and therefore advocates against use of child labour in hazardous commercial agriculture, particularly the use of machinery and agrochemicals by children in tobacco farming or activities that hamper school enrolment, attendance, performance and retention. The approach emphasized by the foundation is multi sectoral due to the complex and multi dimensional nature of the child labour problem and therefore common strategies include prevention, withdrawal, protection, capacity building and improving livelihood of communities. The foundation has supported activities such as integration of child labourers into formal education or skills training, strengthening education infrastructure, support to non formal education, income generation grants to families and youths, improving access to markets, provision of basic health services, strengthening agricultural methods and increasing awareness. .

Tanzania begun taking action against child labour in 1994 when a Memorandum of Understanding was signed between the ILO and the Government of Tanzania aiming to tackle the child labour problem. ILO International Programme on Elimination of Child Labour (IPEC) which begun in 1995 supported the implementation of activities that targeted capacity building, direct action (prevention, withdrawal and protection), provision of educational opportunities and improving livelihoods. Although specific interventions to eliminate child labour in tobacco agriculture begun when the nation identified commercial agriculture as one of the worst forms of child labour sectors and therefore needing immediate interventions, the national and international commitment to take action against hazardous child labour in agriculture had begun through international conventions. The ECLT Foundation is supporting the production of the booklet through the project called "Towards sustainable action for prevention and elimination of child labour in tobacco farming in Urambo district, Tanzania."

This booklet is one in a set of three booklets that aims at educating stakeholders about the problem of child labour, the national policies, legislation and strategies and the specific hazards of engagement of children in tobacco farming. Readers are encouraged to read the full set in order to get a full understanding of the problem and interventions at both a national and global levels.

CHILD LABOUR IN TOBACCO FARMING

Introduction

More than 100 countries in the world grow tobacco. China is the largest producer followed by the USA, Brazil, India, Zimbabwe and Turkey. Tobacco is a crop that will continue to be grown for many years as its demand increases. Tobacco is a legally traded agricultural commodity which apart from its growing demand, contributes to household income, poverty reduction, contributes to national GDP and foreign exchange earnings. However, the adults who work in the plantations and even in small farms are paid very low and therefore engage their children to supplement the income.



According to the findings of the IPEC Rapid Assessment Study (IPEC, Investigating the Worst Forms of Child Labour, children working in Commercial Agriculture, 2001) and the IPEC/COMAGRI situational assessment of hazardous child labour study (2003) the existence of hazardous child labour in the tobacco sector is rampant. Research findings indicate that children working in farms and plantations and those who are at risk from engaging in CL predominantly come from poorest and most vulnerable groups of society. Tobacco farms attract children of different educational, social and economic backgrounds ranging from those without education to those with education. In both cases, poverty is the primarily the predominant push factor.

Findings from the situation analysis study indicate the following supply factors:

- Economic expectations of families and children under 15 years
- Push factors such as poverty levels and lack of reliable household income
- Poor agricultural marketing systems including lack of information about markets and micro-credit opportunities
- Very families have other sources of income
- Weak negotiation powers of small holder farmers
- Vulnerability levels of women and children
- Low savings and poor productive resources
- Children's need to meet their educational and other basic needs
- Children tempted by their peers
- Irresponsible parenthood among some parents

These studies show that children working in the tobacco farms and plantations work under poor conditions e.g. long working hours without food, extreme heat, carrying heavy loads, risk of injuries from snakes and other animals, thorns, exposure to agrochemicals including inorganic fertilizers and pesticides without protective gear.

From the demand side, child labour in tobacco farms is perpetuated by weak institutions and a poor policy and legal framework, cheap labour provided by children, lack of equipments and inputs by farmers and lack of access to credit facilities by farmers to enable them purchase tools. (ILO, Rapid Assessment Report, Trafficking of Children from the Refugee Camps in Kigoma to Work in tobacco Farms, 2001).

SUMMARY

Tobacco growing is a world wide occurrence that is destined to expand. However, it is a crop that is highly labour and capital intensive. Due to this fact, many of the farmers use children because they supply cheap labour. On the other hand, it is often not the choice of children to enter into child labour in tobacco farming, many of the children are forced to do so because they come from families that are income poor. Understanding the link between child labour in tobacco farms and the push and pull factors can assist farmers in identifying mechanisms for the reduction of employment of children in tobacco farms.

HAZARDS OF TOBACCO FARMING AND RISK ASSESSMENT

Introduction

Children who work in tobacco farms work throughout the year and on average, they spend about 3 to six months working on tobacco farms for three up to 10 hours a day. The cyclic nature of activities performed on tobacco farms between the month of July to June the following year create an environment where the child misses school, is over worked and exposed to hazards.



In July, children are involved in carrying working tools and farm products on their heads and shoulders for longer hours. In August, they prepare seedbeds. In September, they plant the seeds. In October, they water tobacco seedlings which involve fetching water and watering twice a day - for an average of a two hectare farm. In November they transplant tobacco seedlings and transport them to farms. In December, they spray fertilizer which involves application of chemicals and spraying of pesticides. In January, they earth up tobacco terraces which involve frequent weeding and pruning of tobacco leaves and between February and July, they pick, plait and cure mature tobacco leaves which also involves building of tobacco curing burns. In more general terms, a study conducted by Kaijace and Kanyala (1998) in the Urambo District stated that tobacco growing employers expect the working children to do the following activities in tobacco plantations:

- Clearing tobacco and other crops plantations;
- Making bricks;
- Domestic works;
- Constructing tobacco drying sheds;
- Preparing tobacco nurseries;
- Sowing tobacco seedlings;
- Watering tobacco seedlings;
- Transplanting tobacco seedlings and tilling tobacco ridges;
- Fertilizing tobacco plants;
- Weeding tobacco and other crops;
- Cutting poles and logs of firewood;
- Carrying poles and logs of firewood from forests;
- Plucking tobacco leaves;
- Hanging tobacco leaves on poles in tobacco drying sheds;
- Smoking tobacco leaves;

- Hanging out tobacco leaves from poles in drying sheds;
- Plaiting tobacco leaves;
- Grading tobacco leaves;
- Tying tobacco leaves in bundles;
- Selling tobacco;
- Burning tobacco stems, and
- Harvesting other crops.

Assessing the risks of child labour in tobacco farming

Every farmer has the responsibility of ensuring that the place of work for their employees is safe and risk free. The farmer can do this by assessing the risk. This is a process where the farmer looks around the farm to identify all the things that might cause potential harm. In case a farmer cannot identify the risks, they can engage a leaf technician or someone with the technical knowledge. Other farmers may have also experienced some risks in the past, these are important to know.

For example, tobacco farming poses the following risks to children:

Activity	Risk
Growing	Cuts from sharp instruments; carrying heavy loads of water to water seedlings
Harvesting	Carrying heavy loads of tobacco; exposure to poison from young tobacco leaves; exposure to the smell of the tobacco
Weeding	Spraying fertilizers exposes them to dangerous chemicals
Curing	Carrying heavy loads, exposure to heat for a long time

The objective of assessing the risk is two fold, one it creates a sense of responsibility among farmers and secondly, it provides an opportunity for the farmer to deal with the hazards, particularly if the farmer will be using the labour of young people between the ages of 15- 24. In removing the hazard, the farmer is obliged to follow the ILO Safety and Health in Agriculture recommendation (2001). The recommendation states that the farmer has to do the following:

- Eliminate the risk
- Control the risk at the source
- Minimize the risk
- If the risk remains, ensure use of personal protective equipment and clothing at no cost to the worker

Agrochemicals for example are a hazard for both children and adults. In dealing with this risk, the farmer is expected to do the following”.

Use of agrochemicals in tobacco farming: Risk assessment

Target	Risk	Action
Children	Exposure to chemicals harms their physical development and because they are not aware to this risk, they are less cautious	Eliminate the risk. Children should not be exposed to any chemical as the extent of the damage/risk for children is extremely high
Young people between the ages of 15 -24	Exposure to chemicals harms them	Eliminate the risk. Training young people about the nature of risk involved and creating a safe work system for them where they do not come into contact with the chemical
Adults	Exposure to chemicals is dangerous to them, but the risk is low because adults understand this and will take measures to avoid exposure	Minimize the risk and provide protective gear

Steps of evaluating risks: The first step is to identify the hazard in the activities. This can be easily done because there are many activities involved in tobacco growing; each of the activities should be evaluated separately.

Secondly the farmer needs to determine **who is at most risk if exposed to the hazard** (who is likely to be harmed, how and whether the risks are controlled). At this stage the various hazards will have been identified and the age and gender of people involved in carrying out that activity will be known. The task of the farmer is to evaluate how each of the employees of different ages and gender is affected.

A third step is to consider the preventive and protective measures. For each category of potentially affected people, a measure should be highlighted. Those that face the highest risks should be immediately removed from the risks.

SUMMARY

There are many risks associated with tobacco growing for children. These risks range from physical, psychological and intellectual. The physical risks are more pronounced as the nature of the activity requires many hours of work and carrying heavy loads. The farmer is advised to always take precaution when employing. To assist him in evaluating the nature of the risk and the steps to take, the ILO has designed a tool of assessment (risk assessment), a process that a farmer can follow to determine the extent of the risk and how to deal with it. The risk assessment process is not complicated.

NATURE OF RISKS FOR CHILDREN WORKING IN TOBACCO FARMS

Hazards of tobacco farming

- ***Hours of work***

Most of the children work full time, on average, 10 hours a day with limited time for breaks. This automatically impacts on their attendance to school and contributes to loss of future possibilities for a better life for the child. In addition, even if a child is able to attend school, the long hours working on the farms will have disrupted their attention span as they are likely to be tired.



Long hours of work deny the child of their right to rest and play. It is important for farmers to understand that the right to rest and play is not a luxury for children, but it is important for their physical, moral and psychological growth. Children who have limited time to rest and play are often moody, irritable and difficult in modulating impulses and emotions.

- ***Carrying of heavy loads***

Tobacco agriculture involves the carrying of heavy loads at various stages from planting to curing. When young children are involved in the carrying of these loads, they are likely to suffer back pains, muscle pains, tension neck syndrome (as many carry the loads on their heads), swelling of the wrist and fore arm and many other dangerous diseases for children.

- ***Ergonomics and exposure to high temperatures***

The general work environment in many cases is not conducive for children. Some stages of tobacco processing require exposure to smoke and high temperatures. Many adults have indicated that the continuous exposure to smoke during the processing period affects their eye sight. For children this is worst, as it affects their sight even during school time (for those who manage to go to school), it also has long term effects on their sight.

- ***Cutting tool***

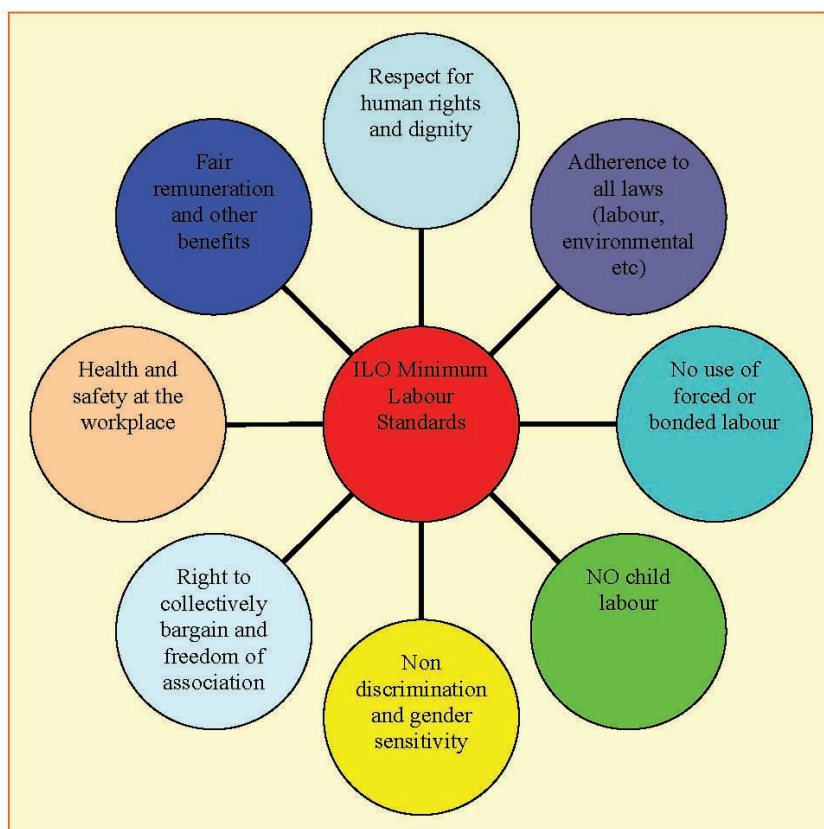
Children's physiological make up does not accommodate the use of certain tools used in tobacco farming. This is because these tools are often made for adults and not children. When children use the tools, the risk of being cut or harmed is higher than that of an adult. Children have been reported to have faced serious injuries as a result of using sharp instruments.

- **Exposure to agrochemicals**

All chemicals used in tobacco farming are dangerous to children and children should not be exposed to them. Farmers need to understand the risks of each of the chemicals and pesticides used in the tobacco plant. The leaf technician or a district agriculture officer can assist in elaborating on the risks of each chemical. Pesticides can seriously harm or even kill children. The death may be slow but sure to happen if a child is exposed to the chemical.

SUMMARY

Children are exposed to all types of risks when engaging in tobacco farming. it is the responsibility of both the farmer and community level structures to make regular assessment of the risks involved in farming and how to eliminate such risks for children and young people.



ROLE OF TOBACCO FARMERS IN ELIMINATING CHILD LABOUR

Practicing corporate social responsibility

The first important task for the farmer is to ensure that they actively participate in all activities regarding child labour elimination in tobacco farming. Participation can happen in many ways:



- ***Participating in child labour committee activities***

Child labour committees at village level are the structures that are responsible for monitoring the trend of child labour. Members of the committees include local government, community members, members from faith based organizations, members from community based organizations and non governmental organizations and private sector. The structures work on behalf of the community, they are often bodies that volunteer to do this work. Farmers can actively take part in the work of the committee by volunteering to undertake tasks.

- ***Supporting education initiatives***

Farmers have an important role to play in supporting the education needs of poor children. the contribution to education can be done by supporting individual children or supporting schools. It is clear that a significant number of the children who work are doing it so that they can get their school and other basic needs. Instead of the employing the child, the farmer can support the child in attending school by meeting their education needs and letting them attend school. Children who are above the age of 14 can be employed to do light work after school and after they have done their school work for a maximum of two hours, during the daytime.

- ***Creating decent work standards for young people***

As soon as the farmer is enlightened about risk assessment in tobacco farming and how to eliminate, minimize, control or reduce the risks, they can decide what work is suitable for young people in accordance with the national legislation, policy and ILO standards. Employing young people between the ages of 15-24 is an opportunity for farmers to get labour for their workers and set standards so that the workers are not exploited or harmed. However, minimum standards must be adhered to in accordance with the national laws of employment. In a study undertaken by TPAWU in Urambo (2003), young girls and boys highlighted the following as important for them in a secure and decent work environment:

Girls	Boys
• Protective gears during work • Access to health care/insurance (employer's liability) • Employment security as many are casual labourers • Allocation of time for leave and rest • Means of addressing sexual abuse and harassment	• Better wages and fringe benefits • Protective gears during work • Access to health care (employer's liability) • Lighter work for boys less than 18 years • Allocation of time for leave and rest • Employment security as many are casual labourers

• **Ensuring ILO minimum standards at the workplace**

Every farmer can have minimum standards practices at the farm. These standards will apply to all the workers, they include:

Promoting gender equity and equality: The way women and men boys and girls interact in the economic and social spheres determines productivity. It is important for farmers to understand that boys and girls have different experiences in the society. Children are socialized from an early age to copy the gender roles for their parents. This affects the decisions they make and their response to a number of opportunities. Boys and girls often have different motivations and reactions to be engaged in child labour or to attend school. Although poverty and lack of opportunity are the driving forces in child labour, there are other underlying causes leading to different decisions between girls and boys.

In Urambo, the main producers in households are women and children but it is the men who have the final say on household income expenditures. There is high prevalence of gender stereotypes that have predetermined women as perpetual subordinates to their husbands. Tabora is amongst the lowest regions in terms of percentages of women who contribute to decision making at household level (23%) as compared to regions with highest percentages Kilimanjaro (82%), Mwanza (89%) and Shinyanga (80%). Ironically, it is also a region where majority women say that wife beating is justified with reasons (29%) as compared to the lowest region Kilimanjaro (8%), Kagera (9.4%) and Mwamza (8.2%). Men need to take an active part in promoting gender equality (Kaijace and Kanyala (1998).

SUMMARY

Elimination of child labour is possible if there are concerted efforts to create an environment where there is 0-tolerance on child labour. It is the responsibility of farmers to make risk assessments and determine the conditions of work for different categories of people. Young people and children must be protected from risks associated with tobacco farming and at the same time, decent work conditions should be continuously created for young people, basing on their legal rights and in accordance with the national and international law and policies. Farmers must also pay due regard to gender issues and the levels of currently inequalities in Urambo. Inequality directs impacts on productivity and therefore ways of addressing this challenge must continuously be sought.

CONCLUSION

Practicing corporate social responsibility is both a moral and legal duty. Farmers have the primary responsibility of protecting children from risks associated with tobacco farming. Ways to assist farmers to do this have been developed; these mechanisms should be used to their fullest potential.



ILO
International Programme on the
Elimination of Child Labour (IPEC)

ILO Area office for Kenya, Somalia, Tanzania and Uganda
Kazi House, plot no 75/25 Maktaba Street
P.O Box 9212 Dar es Salaam, Tanzania
Tel: +255 22 2196700
Fax: +255 22 2126627
Email: daressalaam@ilo.org
Website: <http://www.ilo.org/daressalaam>

ISBN 078-92-2-122152-2



0 789221 231592