



REPORT ON THE ILO/FTUC DIALOGUE ON CHILD LABOUR

9th – 10th July, 2015

Tanoa Waterfront Hotel, Lautoka



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Introduction

The most recent global estimates suggest some 120 million children between the ages of 5 and 14 are involved in child labour, with boys and girls in this age group almost equally affected. This persistence of child labour is rooted in poverty and lack of decent work for adults, lack of social protection, and a failure to ensure that all children are attending school through to the legal minimum age for admission to employment.

Many child labourers do not attend school at all. Others combine school and work but often to the detriment of their education. Lacking adequate education and skills, as adults former child labourers are more likely to end up in poorly paid, insecure work or to be unemployed. In turn there is a high probability that their own children will end up in child labour. Breaking this cycle of disadvantage is a global challenge and education has a key role to play.

In the Pacific and in Fiji, this problem is further exacerbated by large family sizes and the need for children to work to supplement family income. ILO research in Fiji¹ has shown that factors contributing to children engaging in child labour include (amongst other issues): pressures from within the family unit, problems at home, the inability of the family to cope with its financial instability, neglect at home and extending to pressures outside the child's family unit, peer pressure, etc. Programmes directed at eliminating child labour have been ongoing in Fiji and PNG since 2008.

The Trade Unions Dialogue on Child Labour is supported by the Tackling Child Labour through Education (TACKLE) Project. The European Union (EU) has funded phase two of TACKLE in Fiji aimed at strengthening the systems and structures put in place by stakeholders engaged in phase one of TACKLE. This includes work done in collaboration with the Fiji Trades Union Congress (FTUC) and the Fiji Teachers Union (FTU) in identifying children engaged in child labour as well as those at risk. The networks developed by the FTUC through its affiliates has been crucial in the identification and referral process and has also included the establishment of focal points at the district level.

In Fiji the minimum age for employment is 15 years and youths at this age are also entitled to become union members. Unions play a significant role in ensuring that child labour is kept out of the workplace and ensuring that those youths who are eligible to work are provided with adequate protection as young workers. In the recently held Dialogue on Child Labour in Suva (12th June), union reps recommended that the programme for the workshop be expanded to include more time for discussions on issues such as relevant legislations as well as for deliberation on the *Booklet on Child Labour for Trade Unions*. The booklet is intended to enhance their knowledge and to be a practical resource for union members on what actions can be taken to ensure child labour is eliminated.

¹ ILO IPEC. 2010. *Child Labour in Fiji: a survey of working children in commercial sexual exploitation, on the streets, in rural agricultural communities, in informal and squatter settlements and in schools*.

Objectives

The objectives of the workshop are to;

- Update union reps on relevant current (and proposed amended) legislations, policies and programmes in relation to children, labour and education
- To review and provide feedback to finalise for printing the *Booklet on Child Labour for Trade Unions*

Opening remarks

The Fiji Trade Union Congress (FTUC) National Treasurer Mr. Agni Deo Singh delivered the opening address at the Dialogue session and updated union members on the current status of unions in the country. He then elaborated the work that the FTUC had done thus far on child labour and working with the ILO to combat these issues by highlighting the work done by the FTU in educating teachers on child labour and also setting up focal points in each division around the country. Mr Singh also noted the excellent work that the FTUC had done through the action programme with the ILO in assisting 800 children who were involved with or at risk of falling into child labour as well as assisting the families and communities that these children come from. Mr. Singh noted the commitment and resolutions from the previous Dialogue session in Suva and also challenged the participants to express their ideas and views on how best unions could address the issue of child labour within their own spheres as well as nationally. "Child labour is a matter of concern for all of us, not just one sector but we must work together, unions, government, NGO's employers, etc. to make sure that child labour is eradicated and is not allowed to spread. However, the basis for this work should also allow adults to have decent working wages and this will ensure that their children do not have to resort to working to help support their families."



Figure 1: Mr. Agni Deo Singh delivers the opening remarks at the workshop

Workshop Outcomes

The dialogues session ended with the following outcomes;

- Participants were informed of the current international and national legislations on child labour. Presentations from the Ministry of Education (MoE) and the Ministry of Employment, Productivity and Industrial Relations (MEPIR) highlighted current national legislations and proposed changes affecting children in or at risk of child labour.
- Participants were also informed of the current referral and monitoring mechanisms in place to address cases of child labour and what avenues they could follow to report cases. Members were also empowered to become child labour focal points within their own organisations and communities for disseminating information as well as case referrals.
- The workshop was successful in informing/updating union reps and executives on proper procedures to be followed in reporting child labour cases. Participants also engaged in group exercises to properly

classify and profile child labour, hazardous child labour, children in light work and children involved in Commercial Sexual Exploitation.

- A major achievement noted by many of the participants was the clarification on the definitions of the child and what work was considered child labour, light work and hazardous work in the Fiji context that children were not allowed to do.
- Participants also highlighted the need to include the LGBT community in the dialogue and discussions on child labour as well as into the union membership as a whole. Union members noted this as a point of action that they would follow up on through their individual plans.
- Union reps were empowered to raise awareness on child labour in their communities as well as in their respective unions. Individual action plans as well as sectoral action plans on awareness raising were developed, FTUC/ILO to follow up on these actions and provide technical support where needed.
- Resources and awareness material on child labour to be disseminated to unions through the FTUC. Include recommendations made to the Booklet on Child Labour for Trade Union and prepare final draft for circulation.

Child Labour and Child Trafficking

The workshop began with introduction of participants and the expectations that they had for the workshop. Participants were also instructed to determine the child labour issues that they felt were evident in their communities or workplaces and what actions could be taken to address these issues. Responses to these sessions are summarised below;

Participant expectations;

- How to identify and effectively prevent child labour from happening in Fiji
- To know what is child labour and where children work
- To know the minimum age for employment
- Discuss ways on how to eliminate child labour
- Create more awareness and educate people on the effects of child labour
- Broaden knowledge on issues related to child labour and learn about techniques, strategies and steps to minimise/prevent/eradicate child labour
- Understand the extent of how children in Fiji are exploited
- To know more about the problem and issues in our different working areas
- To stop child labour
- Learn more about the laws of child labour and have a better view in how to deal with them
- Understand more the role of unions in tackling/reducing child labour – identify and find ways and means to stop child labour in Fiji

Child labour issues raised by participants;

- Lack of awareness in schools and communities - School dropout/incomplete education - children forced to work by parents
- Lack of enforcement on child labour in Fiji
- Immature children working and children unhealthy and unsafe working environment (OHS issues), ill treatment of children in the workplace
- Collecting scrap metal, scavenging for recycle objects, selling food/drinks in town
- Working in farms e.g. sugarcane farm, Chinese vegie farm
- Low wages - Parents are not getting enough wages to cater for family needs

- Fathers are so lazy, mothers have to farm or children to work
- CL increasing due to the problems faced in their individual homes (i.e. parents)
- Child trafficking
- Lack social protection for children in Fiji
- Poverty
- Child labour in Fiji is major problem for the trade union

Actions participants believed should/can be taken by individual members and unions;

- Have workshops, posters, pamphlets and awareness programmes in Trade unions for members – include Child Labour Day in union calendars, ensure parents play their part
- Tackle/stop/eliminate the issue of child labour in the country
- To ensure companies/organisations do not engage in child labour – ensure severe penalties
- Provide better work environment and negotiate for higher minimum wages so that working parents have enough for their families
- Ensure all children remain/attend school – lobby for quality education
- Unions/employers to be aware of child labour laws and regulations when recruiting employees
- Unions to stop child labour under 15 years from being employed by employers
- That all school aged children attend school in order to have a better life
- Unions to ensure agencies provide protection and enforce laws

The workshop began with a discussion on global child labour issues, the legal framework and regional and national child labour trends in the Pacific. ILO Project Officer Ahmad Ali highlighted child labour concepts and the ILO Conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labour) that covers all sectors of the economy and the obligation of governments to enact policies and legislations to ensure compliance with these Conventions. Particular attention was given to the Worst Forms of Child Labour as this was a priority area that needed to be addressed by countries urgently.

Some key concepts highlighted included the minimum age at which a child could be employed and the type of work that children were allowed to do. The presentation emphasised that although the minimum age for employment in Fiji was set at 15 years, children under the age of 18 were restricted from working in conditions that were detrimental to their health, safety and morals. The presentation further highlighted the types of child labour that was found in Fiji and which sectors these were found in. Participants were informed that the worst forms of child labour were evident in Fiji and that the highest incidence of child labour was in the agriculture sector. However, the extent of child labour in the informal sector was also a cause for concern as this was an area where little informative data was available. **The full presentation is available in Annex 3.**



Figure 2: Mr. Ahmad Ali introduces child labour concepts to the participants

The first group work exercise was then conducted for the workshop on profiling child labour. Participants were required to select a photo from the options provided. The images showed children in various forms of child labour and locations which participants were required to identify through the type of work that the child was involved in, the working conditions, the reasons that the child was working, the education and socio-economic status and if this situation was evident in Fiji. Participants were correctly able to classify the images and relate many of these to current situations in Fiji. **The full tables are attached in Annex 4 for further reference.**



Figure 3: Participants discuss photos in the first group activity for the workshop

Ministry of Employment Productivity and Industrial Relations – the Child Labour Unit

Mr Ashwin Dayal from the Ministry for Employment, Productivity and Industrial Relations (MEPIR) then made a presentation on the role of the Child Labour Unit (CLU) and its functions and processes. Mr. Dayal highlighted the legal policies in place for the MEPIR through the Employment Relations Promulgation (ERP) of 2007 and how these were in line with requirements under ILO Conventions 138 and 182. The presentation also explained the relevant Wages Regulations Orders which are applicable to industries where children are employed.

Mr. Dayal also described the process followed by the CLU when dealing with cases of child labour and the collaboration between different government Ministries when dealing with cases of child labour. He highlighted the benefits provided by the Department of Social Welfare to children and families in need of assistance as well as the Ministry of Education grant schemes. He emphasized that the Ministries needed to work together for the best interest of the child as well as utilising available resources to their full potential. Mr Dayal highlighted that there were procedures that needed to be followed in terms of child withdrawal and re-admittance into the mainstream education system for those best suited to this and for those who were over 15 and had been out of school for some time, other options were sought through linking them with the Nation Employment Centre which also provided basic training for employment. **Please see annex 5 for full presentation.**



Figure 4: Mr Ashwin Dayal from the MEPIR addresses the participants

Ministry of Education – Current legislations on child labour

The presentation by the Ministry of Education (MOE) was split into two parts and presented by different speakers. The initial presentation by Ms. Releshni Karan (Director Corporate Services) highlighted the current structure of the MOE and the reforms that were currently being undertaken. Ms. Karan highlighted that the Education Act of 1978 is currently being reviewed and explained some of the changes that needed to happen in order to streamline operations and become more effective. She also noted that the MOE had roving principals who were also responsible for ensuring that school operations flowed smoothly, which also entailed ensuring that any children in the district of school age were attending school. Ms. Karan also noted that there were social issues such as bullying, etc. that had been highlighted to the MOE in recent months and years. In response to this, the MOE had established student counsellors in every district and had also established that counselling, OHS and First Aid courses would become mandatory for all



Figure 5: Ms. Releshni Karan from the MOE discuss current education policies

graduating school teachers. The second part of the presentation was conducted by Mr. Satyendra Singh (Senior Education Officer Policy) on the Child Protection Policy of the MOE and what the objectives of this were. Mr. Singh highlighted that the MOE also defined child labour in accordance with the Child Labour Conventions as well as the United Nations Conventions on the Rights of the Child (UNCRC). Participants were also made aware of the steps taken by the MOE to ensure that all school policies were aligned with the MOE Child Protection Policy and the training and awareness that had been conducted on this. It was noted that the MOE has a 'zero tolerance' policy against child abuse and all schools were responsible for taking appropriate measures to protect children from all forms of abuse. In respect to this, the MOE also worked closely with other government ministries to ensure that those in breach of these policies were brought to task. **For the full presentation, please see annex 6.**



Figure 6: Mr. Satyendra Singh from the MOE discusses the Child Protection Policy in schools

Understanding Hazards and Risks: Protecting Young Workers

The next session was a presentation on understanding the hazards and risks in the workplace and the special attention that needed to be given to young workers. The presentation by Mr. Ali highlighted the looked at defining what was considered to be a 'hazard' and what constituted 'risk' and how each of these could be identified. It also emphasised the particular vulnerability of young workers and how this could affect their development. Doing hazardous work in adolescence can create huge barriers – educational, physical, psychological, social – that impede a young person from competing successfully for good jobs in the future, and is one of the main ways in which child labour and youth employment are linked.

As young people are still in a stage of rapid growth and development they are less experienced and more vulnerable to exploitation, and are therefore more likely to be hurt or made ill from their job than are adult workers.

Hazardous Child Labour was also defined as work in dangerous or unhealthy conditions that could result in a child being killed, or injured (often permanently) and/or made ill (often permanently) as a consequence of poor safety and health standards and working arrangements. Although young people are allowed to work from the age of 15, they must not be involved in any form of hazardous child labour below the age of 18 years. Tips for keeping young workers safe were explored and particular attention was given to gender discrimination in the workplace. **For the full presentation, please refer to annex 7.**



Figure 7: Participants discuss concepts in the second group exercise of the day

The final group work for the day involved determining what constituted hazardous work in each working sector. Participants were required to identify the sector or type of employment that they were engaged in and determine which particular tasks in those areas could be considered as hazardous work for young children. They were also required to determine the actions that needed to be conducted to ensure the risks were eliminated. **Please refer to table 2 at the end of this document for the full list of hazards, risks and actions to be taken.**

Trade Union Action to Combat Child Labour (Day 2)

The final day of the workshop began with a summary of the major points that were covered in day 1. Participants were reminded of the presentations by the MEPIR and the MoE and key messages in relation to child labour and how this is addressed through the formal system.

The first session of the day looked at the global perspective of trade union actions to combat child labour with examples from different countries. The presentation by Mr. Ali highlighted why child labour is a trade union issue and why trade unions were in a unique position to combat child labour through their membership base. It determined that child labour undermines the bargaining power of trade unions as children were used as cheap labour by employer and did not know their full rights. This made it harder for trade unions to negotiate improvements in workers' wages and conditions of service and contributes to unemployment of adults. Trade unions were also seen as human rights organisations because workers rights are human rights.

There are a number of forms of action against child labour which only trade unions can undertake because of their specific and unique role. It is important to note that trade unions should not begin work on child labour in an ad hoc manner, but develop first a policy, and build a plan based on the policy. This can include action unions can take on their own, action where they might co-operate with the other social partners (governments and employers), or action where they will work with other partners. The importance of developing policies and plans is that the trade union's work against child labour will be organized and systematic as this work must be sustained over the long term to bring results. These actions were explored and explained in the presentation through examples from countries such as India where trade unions had taken action to eliminate child labour in slate mines.

The presentation also highlighted the importance of effective monitoring and referral systems in which trade unions also played an important role in. the referral and monitoring system in Fiji was explained which involved different social partners worked with the government to identify and refer cases to the CLU which then ensured that these were dealt with effectively. The CLU also worked closely with the MOE and the Department of Social Welfare to ensure that each child and their family received adequate support for them to attend school and not fall back into child labour. **Please refer to annex 8 for the full presentation.**

Fiji Trades Union Congress - Initiatives on Child Labour

The second session for the day focused on trade union action thus far in Fiji aimed at combating child labour. The FTUC highlighted the action programme that had been conducted through ILO support and worked through union members in schools to identify children at risk or involved in child labour and providing assistance and counselling to these children.

The FTUC noted that through the programme, 800 school children between the ages of 6 – 14 years were identified as being at risk of being involved in child labour. These children were assisted through the programme and prevented from dropping out of school. 500 needy students were also identified as requiring assistance and this was also catered for. The FTUC also undertook community awareness and sensitization programmes at divisional level and these were conducted through workers representatives, youth and womens committee reps. School teachers and management committee members were also sensitized to deal with issues of child labour and the children involved in these activities.



Figure 8: Jotika Sharma presents the action taken by the FTUC on Child Labour

The FTUC also set up a monitoring and referral system within its existing network and also linked with other agencies to access resources which they were unable to cater for on their own. For instance, the FTUC worked closely with the MEPIR's Child Labour Unit to monitor the children. They also worked closely with the MOE to ensure that children had a smooth transition back into the formal education system. The FTUC found that it was crucial to the success and sustainability of the programme that partnerships were



formed and maintained with different agencies so that limited resources could be utilized effectively. For the full presentation, please refer to Annex 9.

Following the presentation by the FTUC, the participants engaged in a group exercise to what union reps could do in their own communities or workplaces to ensure that child labour is eradicated. The results of the group exercise is highlighted in the table below. The second part of the activity involved drawing up what each individual would be doing to promote the eradication of child labour. Individual plans are highlighted at the end of this document in Table 3.

Table 1: Group work 3 (a): Sectoral Action Plans to Combat Child Labour

ROLES OF UNION REP IN COMBATING CHILD LABOUR	FUNCTIONS OF THE FOCAL POINTS	ACTION TO BE TAKEN BY UNION	TARGET GROUP	WHEN?
Group One: - Mark Albert - Reeta Devi - Vacolo Kula - Sailasa Cakau - Alifereti Caucau	- Map out process on education of Child Labour - Identify Child Labour Class - Survey of the community	- Have regular time slots in meeting - Memos on notice board - T-shirt/Caps (Merchandise) - Identify corporate that support the elimination of Child Labour (Coalition) - Vehicle Stickers	- Community - Membership - Families - Church Groups - Public	immediately
Group Two: (NUFCW) - Jolame - Nitya - Alvin	- Rise Awareness - Ensure compliance of Child Labour Laws - Inform appropriate authorities when needed	- Incorporate appropriate Child Labour Clause in the Monthly Agendas - Identify Breaches	- Union Members - Employers	During branch Annual General Meeting As reported
Group Three: - Peni Vakau - Issac Rounds - Mouzmeen Ali - Mikaele - Setariki	- To create awareness - Actions to be taken to eliminate Child Labour	- Address Issue on; - Monthly meeting - Meeting with management - Pocket meeting - Awareness - Facebook page for the union - Monthly follow ups	- Union Members - Management - Families - Religious Group - Community - Religious Groups	ASAP



Review of the Pocket Guide on Child Labour for Trade Unions

The conclusion of the group work was followed by the review of the *Pocket Guide on Child Labour for Trade Unions*. Participants spent time reading through the pocket book and determining which sections were relevant and which were not. Participants acknowledged that the changes to the guide from the previous workshop in Suva were satisfactory and requested slight changes to the guide as follows;

a. Provide further information on service providers

- The participants noted that although information was provided for relevant government departments, this was not done for NGO's that also work with children. This information was requested to be included.
- Information should include NGO's which provide direct funds such as J P Bayley Trust as well as those that provide counselling such as the Fiji Womens' Crisis Centre.

*b. Awareness raising and social media**

- Simple steps for raising awareness on child labour at the community level to be included as a practical guide for field workers
- Some information should be provided on the risks of using social media for children, especially in light of recent events in schools
- Explore different ways to overcome child labour apart from what government is already doing

c. Make the pocket guide more reader friendly

- Participants noted that although the guide was quite comprehensive, there were a few sections that needed to be simplified for better understanding by field workers.

*Participants noted that it was also extremely important for unions to take ownership of the issue themselves before this was taken to the public. Participants recommended that child labour issues be included in union mission statements and objectives to ensure ownership and sustainable action.

Participants also made two broad recommendations on legislations which included:

a. Changes to Convention 138 or at least to Fiji's Minimum Age for Employment

- Participants noted that the minimum age for employment being set at 15 was too low and needed to be changed. They recommended that this be changed to 18 years to be uniform with other laws and policies such as the age for voting

b. The minimum weight allowable for a child to carry should be between 20-32 kilograms

- Participants noted that OHS policies and requirements stated that employees should only lift or carry items not exceeding 32kilograms in weight. They recommended that this be included in some form for children as well, such as through the Hazardous Work List.



Recommendations / Way forward

The following recommendations were made by participants;

- Suggestions and requests were made to the FTUC and the ILO to conduct such training sessions at the community level and participants were encouraged to share the knowledge that they had gained with colleagues and community members.
- As a follow up measure, the FTUC would monitor individual action plans that had participants had developed and work with them should further technical assistance be required.
- Participants were encouraged to contact the FTUC or the ILO for child labour awareness materials that could be used in the communities as well as for further technical support that they may require.
- In reviewing the Booklet for Trade Unions on Child Labour, participants noted that this would be a great resource for unions to use but awareness raising activities and training must also be provided to union members to ensure this is effective.
- Recommendations were put forward to conduct further divisional training sessions with union focal points on child labour once the booklet was completed.

Conclusion

The FTUC representative at the closing ceremony, Mr Rouhit Karan Singh ended the dialogue session by highlighting some of the main issues that the participants had discussed over the past two days. He noted with interest the individual and sectoral action plans that were drafted by the participants and encouraged them to ensure that these were incorporated into their individual union plans for the remainder of the year.

Mr. Singh also encouraged participants to be champions of child labour and to become focal points for child labour within their own unions and ensure that child labour issue were always addressed in any union matter. He also highlighted some of the upcoming plans that the FTUC had and how this would benefit the communities. Mr Reddy ended by thanking everyone for their participation and taking time from their work environment to broaden their knowledge on this key issue.



Tables



Table 2: Group work 2: protecting young workers

GROUPS	TYPE OF WORK	TASK INVOLVED IN WORKING ENVIRONMENT	HAZARDS	RISK	ACTION
Group One: • Mark Albert • Reeta Devi • Vacolo Kula • Jolame	Mining	• Drilling • Use of explosive • Hot, Dark • Lifting of 1.5m – 1.8m stulls • Lifting of 50kg bag of anfo	• Bad grounding • Explosive • High work environment • Non-use of hand gloves • Electric cable being tied up with poly pipe	• Rock Dislodgement • Fatal • Falling • Fracture or amputation • Causes fire from cable spark	• Risk assessment • Be more responsible with safe keep • Be more pre-cautious • Use of proper PPE • To be tied separately
Group Two: • Sailasa Cakau • Alifereti Caucau • Alvin • Nitya • Leone	Mining	• Lifting heavy equipment • Eg. Boring machine, Big rocks • Working in confined space • Very hot environment • -Lifting heavy loads	• Fumes, explosives • Managing rocks • Poor ventilation	• Short of breath can even cause death • Back pain • Headache • Short breath	• Ensure compliance of safety and mining standards • Safety glasses
	Cane cutting	• Long hours of cane cutting • unfavorable and changing weather conditions	• Injury and tiredness to body • Sickness	• Children will miss school due to tiredness and sickness	• Gloves • Appropriate break time • Proper food
Group Three: • Peni Vakau • Issac Rounds • Mouzmeen Ali • Mikaele Setariki • Michael Tafunai • Viliame	Manufacturing of work (Special protection to be worn by employees)	Machines crush cane and in the process extracted juice and cane fiber dried up and directed to the boiler for fuel		Inhaling fine particulars due to conveyor belt not covered	Conveyor belt to be covered and employee to wear PPE's
	Aircraft Servicing	Off loading/ re-loading cargo, passengers, baggage, meals and waste from international flights	• Foreign disease • Aircraft crash • Injury to employees	• Closure of workplaces • Violation of quarantine laws • Employees out of work	• Employees to be provided PPE's by employer. • Employer not to undertake cost cutting at employees expense



Group Four: • Melia • Salote • Linieta • Loami • Mere • Serona	• Night Shift • House Maid • Kitchen Attendant • Front Office • Bar Attendant	• Preparing of meals • Cleaning of kitchen • Lifting of heavy objects more than 20kg • Working alone • At the bar	• Lifting of items up the stairs • Wet floor • Sharp Knives • Non-ventilated area • Alcohol	• Back Pain • Slip or Trip • Cuts or Injury • Harassment • Consuming of alcohol and cigarettes	• Proper training and awareness • Ensure walkways and floors are dry or display of wet floor signs • Not to be alone or assign a co-worker to accompany them
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Table 3: Group work 3 (b): Individual Action Plans to Combat Child Labour

GROUP	TYPE OF ACTIONS	TARGET GROUP	HOW TO DO THIS	WHEN?
Group One: • Mark Albert • Reeta Devi • Vacolo Kula • Sailasa Cakau • Alifereti Caucau	• Education (Sailasa Cakau) • Awareness (Reeta Devi and Vacolo Kula) • Identify Child Labour Situations (Alifereti Caucau) • Presentation (Mark Albert)	• Families • Women Group • Community • Cell Group • Youth Camp	• House to House • Mothers Club • Call a community meeting • Brochure pamphlets...etc • Youths	Mon-Wed
Group Two: (NUFCW) • Jolame • Nitya • Alvin	Awareness	• FB Friends • Non-Members • Members/Friends • Workmates • Communities • Youth • Friends/ Families • USP Students	• Jolame - Face book - During organization social gathering • Nitya - Talanoa Session (Tea and Lunch Break) - Religious Function • Alvin - Face book - Youth Activities - Social Gathering	• Daily • Weekly • During Events • During Youth
Group Three: (FSGWU) • Peni Vakau • Issac Rounds • Mouzmeen Ali • Mikaele • Setariki	Awareness	• Parents • Young Workers • Village Headman • Tikina Reps • Lay Preachers • Youth Leaders	• Peni Vakau; - Talk to individual • Issac Rounds; - Talk to Groups • Mouzmeen; - Work Place - Community • Mikaele; - Church • Setariki; - Youth	After this workshop
Group Four: (FASA and NUHCTIE) • Michael • Ponipate • Linieta • Loami • Samu • Peni • Salote • Melia	Awareness Campaign at University Level	• Samu - Workmates - Musical Group • Salote - Women's League • Michael - Gay Mens Wing (LGBT) • Peni - Church Group • Linieta	Within the family Grog session Email/Social Media Poster's on notice board	• Tea Breaks (Group Talanoa Session) • Monthly • Yearly Convention • MYF (monthly meeting)



International
Labour
Organization

		- Individual Conversation • Melia - Union Orgs • Lo - Schools • Ponipate - Sports Team		
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Tanoa Waterfront Hotel, Lautoka
9th – 10th July, 2015**



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ILO-FTUC Dialogue on Child Labour – 9th – 10th July, 2015

Western Division Programme



Training Objectives

The objectives of the workshop are to;

- Update union reps on relevant current (and proposed amended) legislations, policies and programmes in relation to children, labour and education
- To review and provide feedback to finalise for printing the *Booklet on Child Labour for Trade Unions*

Time	Day 1 - 9 th July	Day 2 – 10 th July
8:30-9:00	- Registration	Recap of Day 1 Overview of Day 2 Programme
9:00-9:30	Welcome & Official Opening	Session 1: Trade Union actions to combat child labour: Global Example (ILO)
9:30-10:00	Session 1: Workshop overview & Introduction of participants (ILO/FTUC)	Session 2: Trade Union initiatives to combat child labour - Actions, results, lessons learnt (FTUC)
10:00-10:40	Session 2: Child labour and child trafficking (ILO) - Global trends - International Legal framework - Regional and national child labour trends - Overview of TACKLE	Session 3: Group planning for trade union actions to combat child labour - Role of union reps - Functions of child labour focal points - Actions can/ should be done by unions?
10.40-11.00	MORNING TEA	MORNING TEA
11:00-11:40	Session 3: Group exercise on profiling child labour (ILO)	Session 4: Overview of Booklet on Child Labour for Trade Unions - Background Sections
11:40 - 12:10	Session 4: Labour legislation on child labour - Current legislations, systems and processes - Planned amendments or changes (MEPIR)	Session 5: Group review of pocket guide and recommendations - Purpose of the pocket book - Review of each section for relevance to trade unions - Recommended steps to completion
12.10-12.40	Session 5: Child protection legislation and policies - Child Welfare Decree, Juveniles Act - Relevant services (DoSW)	Session 6: Group presentations on recommendations
12.40-13.40	LUNCH	LUNCH
13.40-14.10	Session 6: Current Legislations related to Child Labour Child Protection Policy (MoE)	Session 7: Overall summary of outputs and recommendations
14.10-14.40	Session 7: Understanding hazards and risks: Protecting young workers (ILO)	Session 8: Round Table Discussion & Resolutions/ Follow up actions
14:40 - 16:00	Session 8: Group exercise: Protecting young workers in different workplace settings (ILO)	Session 9: Closing and Presentation of Certificates
16:00 – 16.20	Recap/ Summary of Day 1	AFTERNOON TEA
16:20-16:40	AFTERNOON TEA	End of Workshop



ILO/FTUC Dialogue on Child Labour

July 9th to 10th, 2015

Tanoa Waterfront Hotel, Lautoka

Tackling Child Labour through Education
(TACKLE) Project

Objectives

- Update union reps on relevant current (and proposed amended) legislations, policies and programmes in relation to children, labour and education
- To review and provide feedback to finalise for printing the *Booklet on Child Labour for Trade Unions*

Resource Folder

- Programme
- Reading materials:
 - Child Labour in a Nutshell
 - CSEC in a Nutshell
- DRAFT – *Booklet on Child Labour for Trade Unions*
- *TACKLE Notebook*

Housekeeping

- Time
- Meals- morning tea, lunch, afternoon tea
- Mobile phones
- Wash rooms
- Car park
 - Hotel
 - Workshop
- Other?

Introduction of Participants

- 4 cards each
- Name, Position, Organization/Union... (cream)
- 1 workshop expectation..... (blue)
- 1 child labour issue in Fiji is(red)
- 1 priority/important action for Unions is (green)

Session 2: Child labour and child trafficking

- Guiding questions
- What is child labour and child trafficking?
- What are the causes and trends of child labour?
- International legal framework
- Regional and national child labour trends

➤ ILO

Session 3: Profiling Child Labour and Child Trafficking

Group work & plenary:

- Each group select 4 photos- one each for:
 - Child in light work
 - Child labour below minimum age
 - Worst forms of child labour (a-c)
 - Hazardous work



Profile

- Name
- Country/ place or origin
- Location
- Age
- Gender
- Type of work/ nature of work
- Working conditions- environment, hours, type of contract etc.
- Reasons for work
- Education status- is child going to school? Last class attended? Attendance to school etc.
- Socio-economic status
- Is this happening in Fiji?



Session 4: Labour Legislation on Child Labour

- Current legislations, systems and processes
 - Planned amendments of changes
- MEPIR – Ashwin Kumar



Session 5: Child Protection legislation and policies

- Child Welfare Decree
 - Juvenile's Act
 - Relevant Services
- DoSW



Session 6: Current Legislations related to child labour

- Child protection policy for the Ministry of Education
- MoE



Session 7: Understanding Hazards and risk

- Protecting young workers
 - Guiding questions
 - What is hazardous child labour?
 - Why children are more vulnerable than adults to hazardous work?
 - How do we determine hazardous child labour?
- ILO



Session 8: Group work

- In your sectors, what are the hazardous work?
- Why should young workers not do these types of tasks?
- What special protection should be put in place in your workplaces to ensure young workers are protected?

Type of work	What are the tasks involved? Loads? Working environment	Identified hazards	Identified risks	Actions to take to eliminate the risk

Session 8: Identifying hazards and risks

- Factors to consider when determining hazardous work for children:
 - (a) work which exposes children to **physical, psychological or sexual abuse**;
 - (b) work **underground, under water, at dangerous heights** or in **confined spaces**;
 - (c) work with **dangerous machinery, equipment and tools**, or which involves the **manual handling or transport of heavy loads**;
 - (d) work in an **unhealthy environment** which may, for example, expose children to **hazardous substances, agents or processes**, or to **temperatures, noise levels, or vibrations** damaging to their health;
 - (e) work under particularly **difficult conditions** such as work for **long hours** or **during the night** or work where the child is **unreasonably confined** to the premises of the employer.

DAY 1 END

- **Reminder- start 8.30am tomorrow!**

Thank you!



ILO/FTUC Dialogue on Child Labour

Day 2 – 10th July

Tanoa Waterfront Hotel, Lautoka

Tackling Child Labour through Education
(TACKLE) Project

Day 2: WELCOME!!

RECAP

- Main points from Day 1

Participant expectations

- How to identify and effectively prevent child labour from happening in Fiji
- To know what is child labour and where children work
- To know the minimum age for employment
- Discuss ways on how to eliminate child labour
- Create more awareness and educate people on the effects of child labour
- Broaden knowledge on issues related to child labour and learn about techniques, strategies and steps to minimise/prevent/eradicate child labour
- Understand the extent of how children in Fiji are exploited
- To know more about the problem and issues in our different working areas
- To stop child labour
- Learn more about the laws of child labour and have a better view in how to deal with them
- Understand more the role of unions in tackling/reducing child labour – identify and find ways and means to stop child labour in Fiji

Issues

- Lack of awareness in schools and communities - School dropout/incomplete education - children forced to work by parents
- Lack of enforcement on child labour in Fiji
- Immature children working and children unhealthy and unsafe working environment (OHS issues), ill treatment of children in the workplace
- Collecting scrap metal, scavenging for recycle objects, selling food/drinks in town
- Working in farms e.g. sugarcane farm, Chinese vegie farm
- Low wages - Parents are not getting enough wages to cater for family needs
- Fathers are so lazy, mothers have to farm or children to work
- CL increasing due to the problems faced in their individual homes (i.e. parents)
- Child trafficking
- Lack social protection for children in Fiji
- Poverty
- Child labour in Fiji is major problem for the trade union

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Actions

- Have workshops, posters, pamphlets and awareness programmes in Trade unions for members – include Child Labour Day in union calendars, ensure parents play their part
- Tackle/stop/eliminate the issue of child labour in the country
- To ensure companies/organisations do not engage in child labour – ensure severe penalties
- Provide better work environment and negotiate for higher minimum wages so that working parents have enough for their families
- Ensure all children remain/attend school – lobby for quality education
- Unions/employers to be aware of child labour laws and regulations when recruiting employees
- Unions to stop child labour under 15 years from being employed by employers
- That all school aged children attend school in order to have a better life
- Unions to ensure agencies provide protection and enforce laws

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Session 1: Trade Union Initiatives to combat child labour

Session Aims

- Global examples
- Actions and lessons learnt

➤ ILO



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Session 2: Trade Union initiatives to combat child labour

Session Aims

- Actions results and lessons learnt

➤ FTUC



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Session 3: Group planning for trade union actions to combat child labour

Guiding questions

- What can you do as an individual to combat child labour?
- What is the role of a union rep in terms of child labour?
- What should be the functions of child labour focal points?
- What actions can/should be done by trade unions to combat child labour?

Scenario

- Imagine that you have a budget of \$0.00 and need to create awareness on child labour. What will you do?
 - You can have access to all material from ILO/FTUC to assist you

Zero Dollar budget, access to material

- What can you do as an individual?

Type of action	How to do this?	Target group?	When?

- What can Unions do?

Role of union rep in combating child labour	Functions of the focal point	Actions to be taken by unions	Target group?	When?

Morning Tea break

Session 4: Overview of Booklet on Child Labour for Trade Unions

- Background
- sections

➤ FTUC

Session 5: Group review of pocket guide and recommendations

- Group work & plenary:
- Purpose of the pocket book
- Review of each section for relevance to trade unions
- Recommended steps for completion

Session 6: Group presentations

- Presentations and recommendations from each group

Lunch break

Session 7: Overall summary of outputs and recommendations

- Consolidated summaries of group recommendations

Session 8: Round Table Discussion & Resolutions/ Follow up actions

Group work & plenary:

- What other actions should be taken?
- Any further comments?



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Closing programme

- Presentation of certificates
- Final comments



End of workshop

*Thank you
for your participation!*



Session 2:

Child Labour and Child Trafficking

Tackling Child Labour through Education
(TACKLE) Project



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1

Session aims

- to understand the main concepts for child labour
- the categories of child labour – causes and types
 - examples from Fiji and the region.
- how to identify child trafficking.



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2

Who is a Child?

- **Any person below the age of 18 years**
 - United Nations Convention on the Rights of the Child
 - ILO Child Labour Conventions



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3

What is child labour?

- Child labour refers to work that:
 - is mentally, physically, socially or morally dangerous and harmful to children;
 - interferes with children's schooling by:
 - depriving them of the opportunity to attend school;
 - obliging them to leave school prematurely; or
 - requiring them to attempt to combine school attendance with excessively long and heavy work.



Child- person under the age of 18 years



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Forms of child labour

- Child labour exists in many forms
 - As the formal sector shrinks and informal sector expands, new forms of child labour develop
 - Easily observed vs. hidden/ underground



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Forms of child labour

- Agriculture, fishing, forestry
- Domestic service
- Mines and quarries
- Manufacturing processes
- Slavery and forced labour
- Commercial sexual exploitation
- Informal unorganized sector



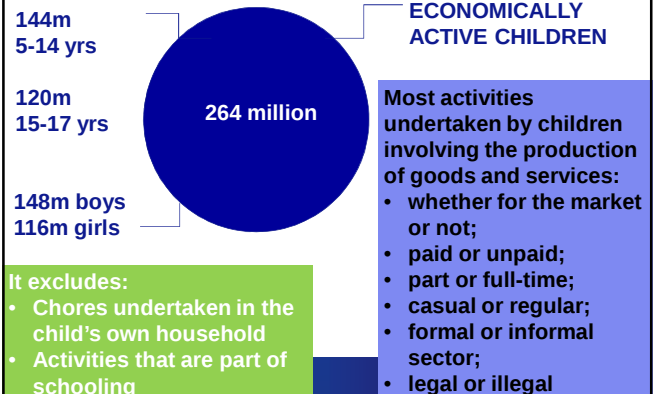
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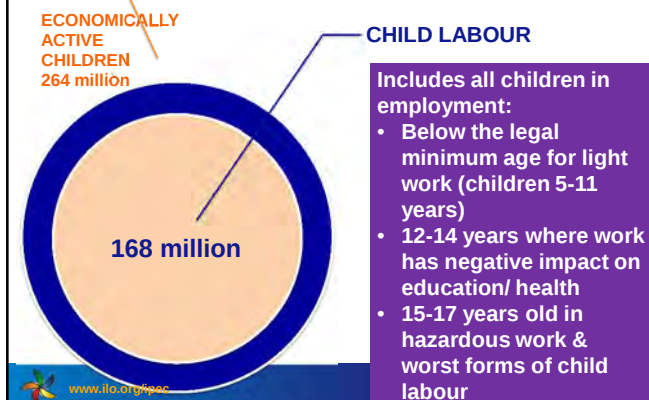
What is Hazardous work?

- Minimum age = 18 (under C138)
 - *Exceptional authorization with strict conditions*
- Work which, **by its nature or the circumstances in which it is carried out**, is *likely to jeopardize/harm the health, safety and morals of children*
- Determine hazardous work at national level after tripartite consultation
- Similar to C182 Articles 3(d) and 4

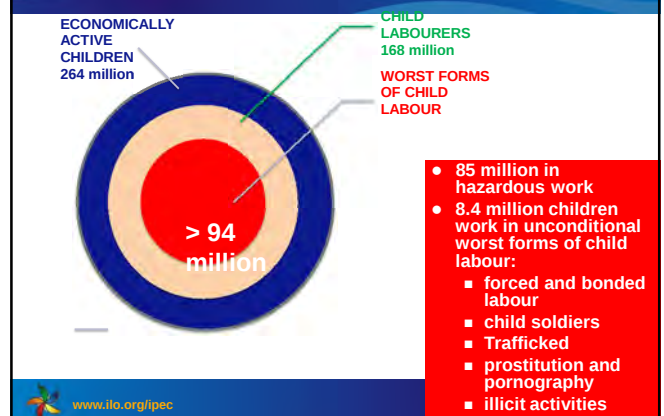
Child Labour: children in economic activity



Child labour



Worst Forms of Child labour



Worrying statistics

- 85 million children in hazardous work
 - 5-14 years- 21.4 million girls; 16.3 million boys
 - ◆ 25% of children in hazardous domestic work under 12
 - 15-17 years- 38.6 million boys; 8.8 million girls
- Children in forced labour- 5.5 million
- Evidence points to significant numbers of children in slavery, trafficked, debt bondage

Impacts of child labour

- Stolen childhood
- Economic exploitation- lowest paid or not at all
- Work under the worst conditions
- Exposure to risk and injury, poor health, permanent disability
- Psychological damage
- Obstacle to children's physical, emotional and social development
- Child labourers deprived of education or healthy physical development = adults with low earning prospects

ILO Conventions and Recommendations

Conventions

- Conventions are international treaties
- When ratified, are legally binding
- If not ratified, they are a useful benchmark
- 189 Conventions

Recommendations

- Are not legally binding
- Provide technical or general guidelines on national policy and practice
- 202 Recommendations

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Fundamental Conventions

- 87-Freedom of association and the right to organise
- 98 -Right to organise and collective bargaining
- 29 -Forced labour
- 105 -Abolition of forced labour
- 100 -Equal remuneration
- 111 -Discrimination (Employment and occupation)
- **138 -Minimum age of employment**
- **182 -Worst forms of child labour**

Fiji has ratified all 8 ILO Conventions

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Minimum Age Convention, 1973 (No. 138) & Recommendation 146

- Requires a national policy for the effective abolition of child labour (Art. 1)
- State specifies the minimum age of employment $\geq$ **end of compulsory education** (Art. 2)

	General	Exceptions for developing countries
Basic Minimum Age	15 years	14 years

Fiji – 15 years

Ratification of Convention 138: PNG (2000), **Fiji (2003)**, Samoa (2008), Kiribati (2009), SI (2013)

Minimum Age

- **Light work**- children from 13 years (or 12 yrs if minimum age is 14) allowed to work as long as does not harm their schooling/ health
 - Determine permissible activities, hours and other conditions for light work
- **Hazardous work**- children under 18 years forbidden from doing work that is dangerous, unhealthy or bad for their morals
 - Determine hazardous work at national level after tripartite consultation
- **Fiji has developed its own Hazardous Child Labour List**

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

& Recommendation 190

Ratification of Convention 182: PNG (2000), **Fiji (2002)**, Vanuatu (2006), Samoa (2008), Kiribati (2009), Solomon Is (2012)

C 182: Obligations

- Applies to all children under 18 years
 - Special attention for most vulnerable e.g. minority groups, very young, and girls
- State to take **urgent action** to prohibit and eliminate worst forms of child labour!
 - Rescue, rehabilitate and educate!
 - Punish offenders!!
- In consultation with social partners, the state to:
 - Establish a new body/ use existing one to monitor what is being done to stop WFCL
 - Develop a time-bound plan of action

179 ratifications since entry into force in Nov. 2000
6 members not ratified- 3 from PICs

Worst Forms of Child Labour (Art.3 a-d)

- (a) All forms of slavery or practices similar to slavery- sale and **trafficking of children**, debt bondage, forced labour, use in armed conflict;
- (b) Prostitution or pornography
- (c) Illicit activities- used for a crime, to traffic drugs, begging
- (d) Hazardous work- work likely to harm the child's health, safety or morals, **for example work in unhealthy conditions that could result in illness** - the list of hazardous work to be determined by national authorities



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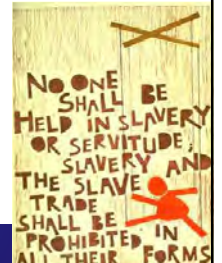
19

What is child trafficking?

- **Is the recruitment, transportation, transfer, harbouring or receipt of children (person under 18 years) for the purpose of exploitation.**

- **Children cannot be considered willing participants in their own trafficking!**

UN (Palermo) Protocol to prevent, suppress and punish trafficking in persons, especially women & children to the UN Convention against Transnational Organized Crime (2000)



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Child Trafficking: a WFCL

3 components:

A) The **recruitment, transportation, transfer, harbouring or receipt** of persons;

Implies some movement/ transaction

B) By means of threat or use of force or other forms of coercion, of abduction, of fraud, deception, of the **abuse of power or of a position of vulnerability** or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person;

'Means' or 'methods'

FOR CHILDREN UNDER 18, 'B' IS IRRELEVANT!!!

C) for the purpose of **exploitation** (shall include, at a minimum the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour, or services, slavery or practices similar to slavery, servitude or the removal of organs);

End result is exploitation

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Case 1: Burma – Thailand

Trusting his recruiters, Myo believed he was **leaving his home in Burma to work in a pineapple factory in Thailand**. Yet, when he arrived, he was **sold to a boat captain** for US\$430. He was held on the boat for 10 months, **forced to work, and beaten regularly**. When the boat docked at port, the officers bribed local police to allow them to keep the fishermen on the boat rather than risking them escaping if they were allowed to set foot on shore. Myo was finally able to escape and sought refuge in a temple. He continues to struggle with deafness, having had his head and ear smashed into a block of ice on the fishing boat.



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Child Labour in Fiji

● 5 Research Surveys

1. Child Labour in Rural Agricultural Communities Survey- **Live & Learn**
2. Street Children in Child Labour Survey- **Foundation of the People of the Pacific International**
3. Children's work in Informal and Squatter Communities Survey- **Development Studies, USP**
4. School-based Survey- **Fiji Trades Union Congress/ Fiji Teachers Union**
5. Commercial Sexual Exploitation of Children Survey- **Save the Children Fiji**



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Child Respondents

Sector/ Age & Gender		Agric.	School	Street	CSEC	Informal	TOTAL
Age group	≤10	173	72	21	-	148	414
	11	22	41	10	-	31	104
	12	29	42	12	-	22	105
	13	32	53	14	1	42	142
	14	20	75	26	2	28	151
	15	29	79	27	10	27	172
	16	19	91	39	22	36	207
	17	19	135	65	69	28	316
	TOTAL	343	588	214	104	362	1611
Gender	M	157	395	171	23	170	916
	F	181	193	43	81	192	690
	Not specified	5	-	-	-	-	5



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Child Labour in Fiji

- **Worst Forms of Child Labour**
 - Commercial Sexual Exploitation
 - Illicit Activities- Drug Trafficking, Begging
 - Hazardous work
- **Child Labour**
 - Working children below 15 years who were not in school
 - Working children below 15 years in school BUT working very long hours or in working conditions having a negative impact on their education
- **Children at risk of entering into child labour!**



- Sugarcane, yagona, dalo, copra, rice, vegetable farms & Fishing sector
- Majority **in school children**- combine household chores with work on farm and school work
- Some activities conducted by very young children were **'location-specific'**- cutting cane in Ba, Nadi and Lautoka
- **Seasonal labour** is common
- Mobile gangs
- **Hazards**
 - Harsh weather conditions, use cane knives to work, **weed and spray using chemicals** and without wearing any protective gear
 - Handling **agro-chemicals and explosives**
 - **Working long hours** especially during harvesting season e.g. **5am to 6pm** cutting cane and loading/ stacking cane on trucks/ harvesting fruits and vegetables
 - Ploughing land using bullocks/ hoe & spray fertilisers in tobacco, dalo and yagona farms
 - Carrying **heavy loads** to feed cattle, chicken and pigs; sacks of fertilisers/ produce
 - Working in copra plantations
 - **Repeated insults; Beaten/physically hurt; Sexually harassed**
 - Steering onboard motors (**night**) and **deep sea diving**
 - Work in makeshift workshops on farms doing welding and tyre repairs

Children in Informal Sector

- > 300 children
- Majority between **15-17 years**
- Majority **males**
- Majority live at home with parents in **informal/ squatter settlements**- sometimes live on the streets during peak hours/ periods
- Majority **not in school**
- Majority **dropped out at Class 8 level**
- Start work at an early age- many **start work before 12 years old**
- **TYPES OF WORK**
 - Street vendors/ market vendors; preparing food for sale
 - Scrap metal scavenging
 - Wheel barrow
 - Begging
 - Construction; painting
 - Domestic work
 - Work at service stations
 - Shoe shine
 - Garage workers
 - Work at electrical and auto repair shops; in fish factories, saw mills
 - Repairing tools, equipment; washing boats
 - Row boys; sales boys; loading/ unloading
 - Garbage truck workers; street cleaners

Identified hazards

- Long hours of work: **> 50% work 8-12 hours**
- Carry heavy loads: **50 kg sacks**
- Work in harsh weather conditions: stand in **rain/ sunshine** for hours
- Handle heavy metals; batteries
- Operate machinery/equipment; use heavy tools
- Work in dangerous environments- **rubbish dumps** to scavenge for scrap metal or **dive off-shore where dumps/ industrial areas**
- Work at **heights**
- Exposure to **dust, fumes, chemicals**
- Exposed to **insults, verbal abuse and ridicule** from the general public
- Many are chased and **harassed**
- Get involved in **criminal activities**
- Common activities include **selling drugs, 'choking', robbing and pick pocketing**
- **DRUG TRAFFICKING**

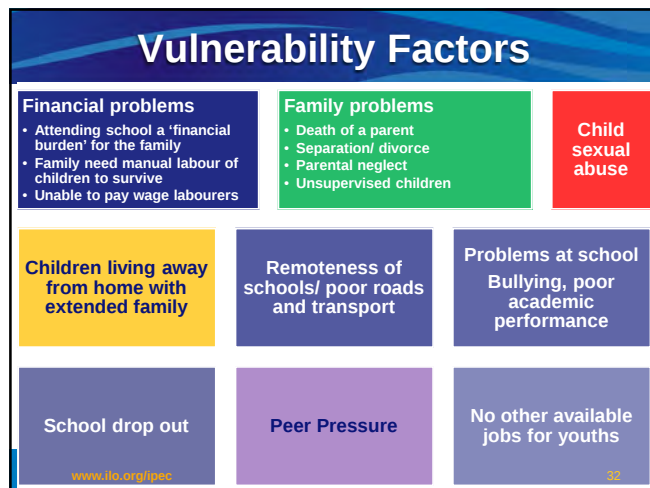
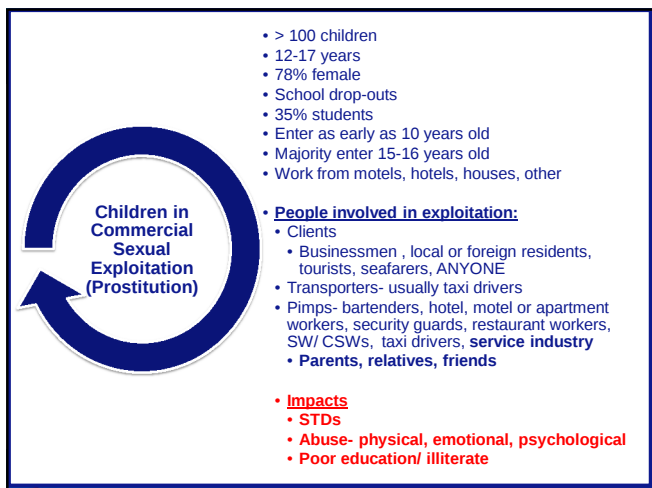
SC Attitudes towards work

- The Street Child in CL is not 'the victim'.
 - See CL as the **solution** or as a coping mechanism
 - School, Home or Family seen as the **problem**
- 69.8% enjoy working on the street (46% for income for family and self; 40% due to 'easy' money, 14% for the freedom and independence)



Impact of CL on SC

- CL exposes street children to risks (crime, substance abuse, STDs)
- SCICL are stigmatised and unaware of social services
- Struggle to enter formal systems
- The CL 'Cycle' sees SCICL start as seasonal and progress to be street dwellers when family push factors (poverty and breakdown) combine with the lure of the street
- SCICL move into criminal behaviour (41% have been arrested by police of these 51% for stealing in some form)



Case Study 1

Jack is 14 years old and is in Form 3. Every year Jack takes time off from school to harvest sugarcane during the peak harvesting season. He moves with his father and other labourers to different areas as part of a cane gang. Whatever Jack earns goes towards supporting the family income.

According to his teachers, Jack will be repeating Form 3 as he has not completed his tasks to be able to move up. They stated that the only thing they can do is to encourage him to stay in school.

Case Study 2

Francis is a 16 year old child in CSE. She dropped out of school after class 8. She stays home with her parents in a squatter settlement. Her parents do not know what she is involved in. She says that she has been involved in this business over the last two years. She started getting involved in the business through her peers and she states that the main reason for doing this is because she needs money. Francis gets her clients through calls or text messages to her mobile. Her clients are mainly local businessmen, although occasionally she gets a call from the bouncer at X nightclub to pick up a tourist client. Francis works mainly in motels and hotels.

Case Study 3

James is a 12 year old student. Last year on his way back from school he was picked up by a man who offered to give him a ride home in a taxi. On their way home the taxi stopped at a home and James was told to deliver a package to the lady in the house, the lady gave him a parcel in return. For the last year this has become a **regular job** for James. The package they exchange are drugs and money. James is now working with another child to traffic drugs. The two children are paid \$20.00 for every package they deliver. James spends the money on games, DVDs, and watching movies.

THANK YOU!

www.ilo.org/pec International Programme on the Elimination of Child Labour 36



Child Labour Awareness Presentation



Stop Child Labour—Our Children Our Responsibility

1

Objectives

By the end of this training session the participant will be able to :

- Understand the provisions of Employment Relations Promulgation 2007 (ERP)
- Understand the relevant Wages Regulation Orders applicable to industries where children are employed
- Outline the benefits provided by Social Welfare Department & Ministry of Education
- Outline the procedures in terms of child withdrawal and re-admittance into the mainstream educational system
- Outline the procedures in terms of the processes under the National Employment Centre (NEC)

2

The PCFCPP PILLARS

- Pillar 8.
- Reducing Poverty to a negligible level by 2015 .
- Pillar 9.
- Making Fiji a knowledge based Society .

3

ERP Provisions on Child Labour

- This law came into full effect from the 2nd of April, 2008
- This law is administered and enforced by the Ministry of Employment, Productivity & Industrial Relations
- **ERP** Law provides statutory framework & promotes welfare & prosperity to all Fijians
- Minimum labour standards fair to both workers & employers & build productive employment relationships
- Prevents direct & indirect discrimination in employment on personal characteristics
- Compliance with international standards and international obligations

4

Minimum Age for Employment (ILO Convention 138)

- Convention 138 was ratified by Fiji in 2003 & it was embedded into the ERP s92
- The minimum age of employment in Fiji is 15 years
- Children between the ages 13-15 years can be employed in light work or a workplace in which members of the same family or communal and religious group provided:
 - a) The employment is not likely to be harmful to the health or development of the child; and
 - b) The employment is not such as to prejudice the child's attendance at school, participation in vocational orientation or training program approved by competent authority or capacity of the child to benefit from instruction received.

5

Ratification of Convention 138 – Minimum Age

COUNTRY	RATIFICATION YEAR	LEGISLATION	MINIMUM AGE (years)
PNG	2000	EMPLOYMENT ACT	16
FIJI	2003	ERP 2007	15
SAMOA	2008	LABOUR EMPLOYMENT ACT	15
KIRIBATI	2009	EMPLOYMENT ORDINANCE	14
TONGA		NOT YET RATIFIED	
VANUATU		NOT YET RATIFIED	
SOLOMONS		NOT YET RATIFIED	

6

Ratification of Convention 182 – Worst Forms of Child Labour

- Convention 182 was ratified by Fiji in 2002 and embedded in the ERP s91(a,b,c)
- All forms of labour slavery or practices similar to slavery
- Sale & trafficking of children
- Debt bondage
- Forced or compulsory labour
- Forced or compulsory recruitment of children in armed conflict

7

Ratification of Convention 182 – Worst Forms of Child Labour

COUNTRY	YEAR RATIFIED	LEGISLATION
PNG	2000	EMPLOYMENT ACT
FIJI	2002	ERP 2007
SAMOA	2008	LABOUR EMPLOYMENT ACT
KIRIBATI	2009	EMPLOYMENT ORDINANCE
TONGA	NOT YET RATIFIED	
VANUATU	2006	THE EMPLOYMENT ACT, 1983 (CAP.160)
SOLOMONS	2012	EMPLOYMENT ACT (CAP 72)

8

Powers of Labour Officers/Inspectors

- Appointment – section 15 of ERP
- Powers of entry, inspection and examination
- Powers of production of workers or documents
- Powers to interview the employer or worker
- Powers to seek information from any other person
- Powers to conduct an inquiry from employer or agent
- Powers to institute legal proceedings on offences

9

Conditions of Employment of Children

- A child can only be employed for 8 hours per day.
- A child needs to have 30 minute paid break for every continuous 4 hours of worked.
- A child must be paid the basic minimum rate of pay as stipulated under relevant Wage Regulations Order(WRO).
- Each child employed during night must be given 30 minutes paid dinner break within 2 hours of starting of work
- A child who is 15 years of age has the right to join a trade union and to vote in a trade union election where the child is a member.

10

Entitlement of the Child under ERP

- Annual leave – 10 working days after 1 year of service (qualifies on pro-rata basis after 1 month of service)
- Pro-rata Formula:
 - $5/6 \times 1 \text{ days wages} \times \text{No. of completed months}$
- Sick leave – 10 working days after 3 months of service
- Gazetted Public Holidays
- Bereavement Leave - 3days
- Raise grievances under ERP & seek remedies under s230 of the ERP
- Have grievances heard in Mediation & if not solved then refer to the Employment Relations Tribunal (ERT)
- Workmen's Compensations claim if injured during & in the course of employment

11

Conditions where a child cannot be employed

- In mines (underground)
- Against the wishes of parent or guardian
- Workplace which is hazardous, dangerous, unsuitable, attendance to machinery, hazardous substance, driving motor vehicle, heavy physical labour, the care of children and work within security services
- After 10.00pm
- During the time the child is required to attend school or educational participation
- Situations of direct hostility
- Work for which child has little capacity
- Work which is hazardous to the child's health, mental, spiritual or social development

12

Conditions of Work for Children

- Child not to be employed on
 - Environment which subjects the child to physical harm, psychological torture, any form of neglect, torture, cruel/inhuman/degrading treatment, does not foster the health, self-respect & dignity of child

13

Responsibility of the Employer

- Must seek parental / guardian written consent
- All terms & conditions stipulated under ERP
- Keep register for all children which should have :
 - I. Birth certificate
 - II. Date of commencement
 - III. Date of termination
 - IV. Nature of employment
- Must produce the register for inspection when required by the LO/LI

14

Penalty for violation of Child Labour Laws

- For an individual employer – fine not exceeding \$10,000 or a term of imprisonment not exceeding 2 years or both
- For a company, corporation or Trade Union - fine not exceeding \$50,000

15

Benefits given by Department of Social Welfare

- Care and protection allowance for children
- Family assistance –allowance for families who qualify
- Food voucher

16

National Employment Centre Processes

SCHEMATIC CHART OF NEC'S POLICY STRUCTURAL FRAMEWORK FOR THE NEC DECREE 2009



17

Child Labour Reporting Process

- Members of the public can contact the Ministry of Labour Office and Social Welfare Department on child labour issues in their respective districts.
 - MLIRE contact:
 - ❑ HQ Suva-3303500
 - ❑ Central/Eastern office suva:3314999
 - ❑ Sigatoka office:6500977
 - ❑ Nadi office: 6702429
 - ❑ Lautoka office: 6660305
 - ❑ Ba office:6674732
 - ❑ Labasa office:8811643
 - ❑ Savusavu office: 8850414
 - ❑ Manager Child Labour Unit:9906369
- email: atish.kumar@labour.gov.fj

18



Ministry of Education, Heritage & Arts Presentation

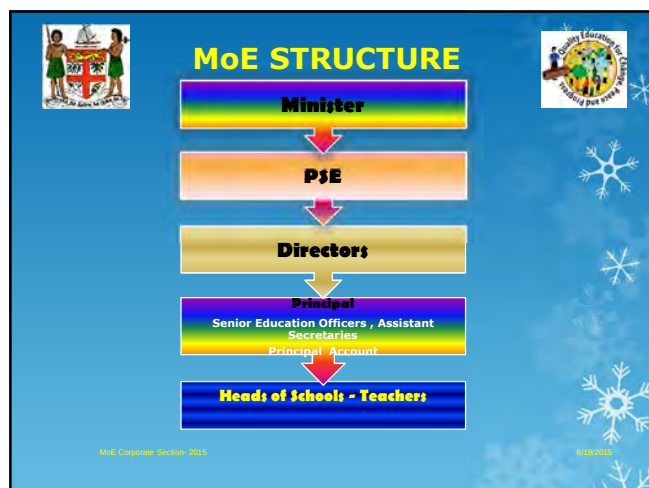


ILO-FTUC Dialogue on Child Labour -Western Division

Presenters: Ms. Releshni Karan (Director Corporate Services)
Mr Satyendra Singh (SEO Policy)

Time: 1.40pm - 2.10pm

Date: 9th July, 2015.

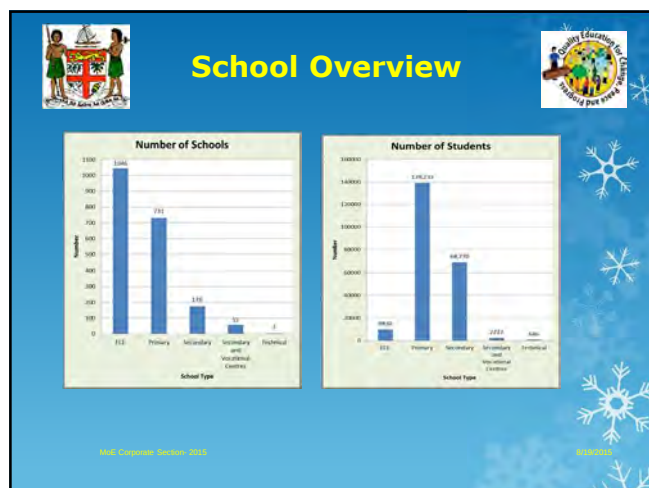



Presentation Outline



1. MoE Overview
2. MoE Structure
3. School Overview
4. National Laws
5. Child Rights and Protection
6. CPP Procedures
7. Government's Initiatives
8. MoE Reforms

MoE Corporate Services 2015




MoE Overview



MoE VISION

Quality Education for Change, Peace and Progress.

MoE MISSION

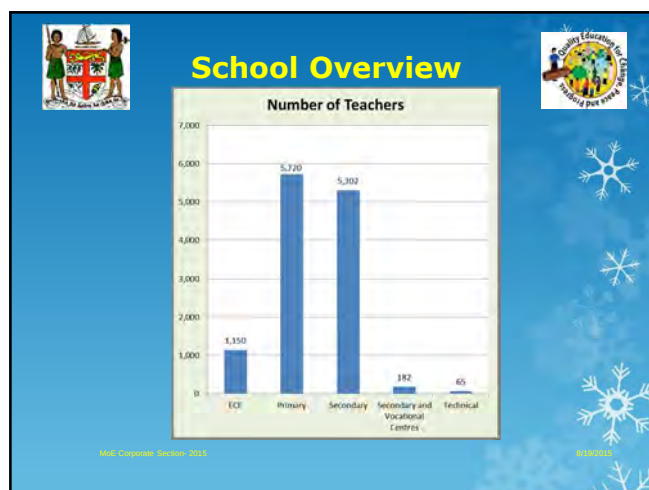
To provide a holistic and empowering education system that enables all children to realize and appreciate fully their inheritance and potential contributing to peaceful and sustainable national development

VALUES

- Cultural understanding, empathy and tolerance
- Human rights, human dignity and responsibility
- Safety and security for all
- Civic pride
- Honesty, fairness and respect for truth and justice
- Integrity
- Environmental sustainability

- Peace and prosperity
- Flexibility
- Life-long learning
- Compassion
- Sense of family and community
- Faith Creativity
- Creativity

MoE Corporate Services 2015






GOVERNMENT INITIATIVES ON EDUCATION 2015



Ministry of Education - 2015




12. Free Milk to all Year 1 students

- i) Budget of \$3.5m
- ii) Launched on 23/03/2015
- iii) 731 Primary schools



Ministry of Education - 2015




MAJOR REFORMS

1. Curriculum Review
2. Teacher Delivery - be teacher trained and evaluated by students.
3. Graduates recruited based on subject knowledge based on GPA.
4. Exams introduced from Year 6 to Year 13 / E examinations have been introduced
5. Exam papers prepared by Ministry not teachers
6. No scaling of marks
7. More financial resources to small schools in the interior, rural and maritime zone.
8. Administration by School Heads. Teachers will not do administration work.
9. Roving principals and head teachers to give reports

Ministry of Education - 2015




13. Bus Fare

- i) Eligible for children whose parents earn less than \$15 600.00
- ii) \$3.6m used up to April
- iii) While all 2014 recipients received Term 1 assistance, Term 2 will only be given to those who apply
- iv) Providers are those approved by LTA
- v) Initiative applies also to students who travel by boat



Ministry of Education - 2015




10. TUITION FEE FREE GRANT

- a) \$66.4m Total Budget
- b) Allocations for Grant Usage
 - Admin/Management/Office Operation
 - Building and Maintenance
 - Learning resources and Furniture
 - Library and Textbooks
 - PEMAC & Science Equipment
- c) For Vocational - Admin costs
 - for purchase of tools and equipment
 - Purchase of consumable items
 - Purchase of graduation tools
- d) For ECE - Also provide for health and nutrition - 10 %

11. Free Textbooks per Child



Ministry of Education - 2015




14. Technical Colleges:-

- However, following Year 10, students will have to choose which stream they wish to further their education, the Higher Education Stream or the Technical Education Stream.
- Three Fiji Technical Colleges have been established
[Dr. Shaukat Sahib Ali Campus - Nadi, Vanualevu Arya College - Labasa and the Nabua Sanatan College - Suva]
- ii) Budget of \$7m



Ministry of Education - 2015




15. Counseling, OHS, First Aid

- We will make it mandatory for our teachers to obtain basic training in Counseling, First Aid and OHS.
- This will be provided to them by our Ministry at no cost to them.
- All Head Teachers, Principals and District Officers – provide a space / room for counseling services
- A Student Counselor in every district



Small Corporate Section: 2015




Rights of the Child

Fiji's 2013 Constitution – Section 41

Rights of children

"41.—(1) Every child has the right—

- (a) to be registered at or soon after birth, and to have a name and nationality;
- (b) to basic nutrition, clothing, shelter, sanitation and health care;
- (c) to family care, protection and guidance, which includes the equal responsibility of the child's parents to provide for the child—...
- (d) to be protected from abuse, neglect, harmful cultural practices, any form of violence, inhumane treatment and punishment, and hazardous or **exploitative labour**; and
- (e) not to be detained, except as a measure of last resort, and when detained, to be held—
 - (i) only for such period of time as is necessary; and
 - (ii) separate from adults, and in conditions that take account of the child's sex and age.

(2) The best interests of a child are the primary consideration in every matter concerning the child."

Small Corporate Section: 2015




Fiji's 2013 Constitution – Section 31

Right to education

"31.—(1) Every person has the right to—

- (a) early childhood education;
- (b) primary and secondary education; and
- (c) further education.

(2) The State must take reasonable measures within its available resources to achieve the progressive realisation of the right—

- (a) to free early childhood, primary, secondary and further education; and
- (b) to education for persons who were unable to complete their primary and secondary education.

Small Corporate Section: 2015




Other Laws:-

- Child Welfare Decree
- Juveniles Act
- Revising the Current Education Act to include Child Protection Laws

Small Corporate Section: 2015




Fiji's 2013 Constitution – Section 31 cont'd...

(3) Conversational and contemporary iTaukei and Fiji Hindi languages shall be taught as compulsory subjects in all primary schools.

(4) The State may direct any educational institution to teach subjects pertaining to health, civic education and issues of national interest, and any educational institution must comply with any such directions made by the State.

(5) In applying any right under this section, if the State claims that it does not have the resources to implement the right, it is the responsibility of the State to show that the resources are not available."

Small Corporate Section: 2015




Revision of Education Act

DRAFT PROVISION

"Prohibition of forced labour and Employment of children

- No student or child shall be subjected to any form of slavery or servitude or required to perform any form of forced labour in the school.
- Forced labour under subsection (1) does not include labour reasonably required as part of a child's duties or training given at the school or a boarding school."



Small Corporate Section: 2015




Child and Education

- Education is the **birth right** of every child and it is **compulsory** up until Year 10 Level.
- Our children are vulnerable to **child labour, sexual exploitation and child abuse**.
- Children spend enormous number of weeks at school – 41/52 weeks.
- Teachers at all levels, parents as well as faith based organisations have an huge impact in shaping and moulding children's life and most importantly, their future.

MoE Corporate Services 2015




MoE's Commitment to Child Protection:

- ✓ Alignment of the MoE Child Protection Policy (CPP) to the UN CRC.
- ✓ Numerous School level Training and Awareness on CPP.
- ✓ Identification of CPOs and Education Divisional/District Counselors.
- ✓ Formulation of School-based CPP.
- ✓ Proposed amendments in the Education Act

MoE Corporate Services 2015




Child Protection Policy Objective

- MoE's zero tolerance on abuse
- Guide for protection & care
- Commitment-Vision & Mission

MoE Corporate Services 2015





MoE's Definition of Child Labour

Any paid work undertaken by children which includes work that is mentally, physically, socially or morally dangerous and harmful to children, interfering with their schooling by depriving them of an opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long hours and heavy work.

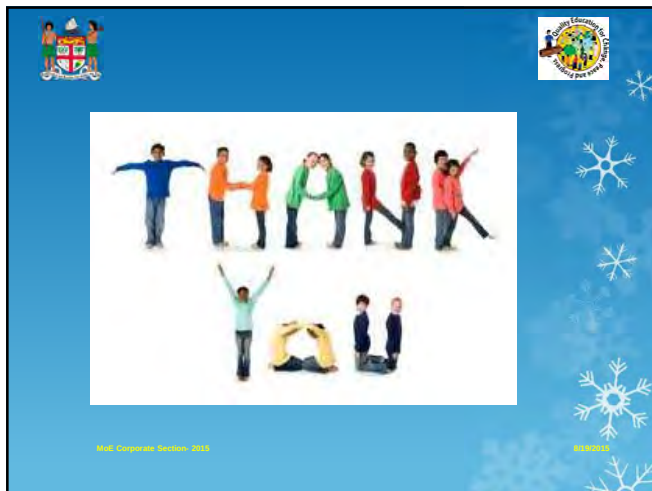
MoE Corporate Services 2015




CPP PROCEDURES

- MoE and schools shall take all appropriate measures to protect children from all forms of abuse.
- MoE and schools shall seek children's inputs when formulating and developing the child protection policy in line with the United Nations Convention on the Rights of the Child (UNCRC). 3
- All students' records relating to this policy shall be kept in strict confidence.
- A school CPO shall be appointed who shall be the focal point of all investigations and all child protection issues in schools
- MoE and schools shall have zero tolerance against child abuse perpetrators.
- The MoE shall work in close consultation with relevant government stakeholders such as DSW, MoH, NSAAC, MoL and the Fiji Police in reporting and identifying cases of child abuse, child labour, trafficking, neglect and exploitation.

MoE Corporate Services 2015





Session 7:

Understanding Hazards and Risks

> Protecting Young Workers

TACKLE FP

Defining Hazard

Hazard
Hazard = anything that can cause harm

e.g. stairs = a hazard

people walking up and down = hazardous situation (person interacting with the hazard)

trip or slip = hazardous event (exposing person to harm)

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Defining Risk

- Risk is the chance, whether big or small, of such harm actually occurring due to this hazard.



For example, a can of chemical solvent high up on a shelf is a hazard if the solvent is toxic or flammable, but entails very little risk. The risk increases when it is taken down and poured into a bucket as harmful vapour is given off and there is a danger of spillage. The chance of harm, that is the risk, is then high.

What is “hazardous child labour” (HCL)?

- Work in **dangerous or unhealthy conditions** that could result in a child being **killed**, or **injured** (often permanently) and/or **made ill** (often permanently) as a consequence of **poor safety and health standards** and working arrangements.
- Both ILO Conventions 138 and 182 state that **hazardous work should not be carried out by anyone under 18 years**



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HAZARDS IN THE WORKPLACE

- Biological hazards** include exposure to bacteria, parasites, viruses, dangerous animals, insects and plants.
- Physical hazards** include exposure to extreme heat or cold, noise, vibration and radiation.
- Chemical hazards** include exposure to toxic substances such as solvents, flammable or explosive substances and agro-chemicals e.g. pesticides, herbicides and fungicides.
- Ergonomic hazards** include carrying heavy loads, fast or repetitive movements, badly designed workplaces resulting in awkward working positions



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HAZARDS IN THE WORKPLACE

- Psychological hazards** include isolation, threats, overwork, the lack of control or choice, abuse and harassment (sexual or otherwise).
- Working conditions** involving long hours, night-work, low pay or lack of adequate contracts.
- Working environment** involving work underground, underwater, at dangerous heights or in confined spaces, or working in places that are badly maintained, unsafe because of dangerous machinery, equipment or tools.



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ILO Recommendation 190

- ...**exposes children to physical, psychological or sexual abuse**;
- ...**underground, underwater, at dangerous heights**, and in **confined spaces**;
- ...**dangerous machinery, equipment, and tools, ... manual handling or transport of heavy loads**;
- ...**unhealthy environment** ... **expose** children to **hazardous substances**, agents or processes, or to **extreme temperatures, noise levels**, or **vibrations** damaging to their health;
- ...under **particularly dangerous conditions** including **long hours, night work**, or work where the child is **unreasonably confined to the premises of the employer**.



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7

Risks and vulnerabilities of young works

- Young people between 14 and 18 years are of common interest to both youth employment and child labour efforts. An important age group that encompasses the transition from school-to-work, or from school-based education to vocational training. It is during these years that the foundation is laid for achieving decent work later in life.
- Doing hazardous work in adolescence can create huge barriers – educational, physical, psychological, social – that impede a young person from competing successfully for good jobs in the future, and is one of the main ways in which child labour and youth employment are linked.
- As young people are still in a stage of rapid growth and development they are **less experienced and more vulnerable to exploitation**, and are therefore more likely to be hurt or made ill from their job than **are adult workers**.

Benefits Of Young Workers

Young workers are great workers because they:

- are energetic
- learn fast
- have quick reflexes
- have good eyesight and hearing
- appreciate the chance to learn skills and are anxious to do well
- are enthusiastic with a great work ethic
- are full of new ideas to help businesses grow and improve
- adaptable and flexible, often able to work part-time or on weekends or outside school hours when full time workers are not required



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9

Special risks to children

- When speaking of **child labourers** it is important to go beyond the concepts of work hazards and risks as applied to adult workers
- Children are much more vulnerable to hazards and risks in the workplace:
 - Physically
 - Mentally
 - Emotionally



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Vulnerability of Young Workers

- **Young workers deserve special consideration because they are:**
- still growing and their organs, muscles, and bones are still developing
- more sensitive to certain chemicals, toxic fumes, or noise than adults
- quick to move — sometimes without thinking — and more likely to take risks
- less experienced and need supervision and training
- bored more easily and may let their attention wander



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11

Five ways to keep young workers safe

1. Look for hazards

- As adult workers, you should be more aware of the hazards and risks in the workplace and be able to point these out to young workers. Some risks may be obvious whilst others may be "hidden" and might not make you sick until later.
- Fiji has a hazardous work list that children below the age of 18 are not allowed to do – ERP 2007.



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2. Know rights of young workers

- There are international guidelines and national laws that protect young workers. These say that workplaces must be safe. Young workers are **NOT** allowed to do work which is physically or psychologically dangerous. Laws also limit the hours and times of day that they can work in order for them to have time for school and adequate rest. Employers must follow these rules.

Example: Extracts from the Fiji Employment Relations Promulgation, 2007

Minimum age for employment

- 92. The age of 15 years is the minimum age for employment of children.

Trade union rights

- 94. A child who is 15 years or over has the right to join a trade union and to vote in a trade union elections where the child is a member.



13

3. Provide adequate training

> **Young workers should be shown how to do the work properly.** Employers should train new and young workers to do every task that's part of their job so that they are able to do it without getting injured. For example, workers should be shown how to:

- Handle properly any chemicals that are required for their job
- Lift heavy things in the right way
- Use knives, machetes, and other cutting tools safely
- Operate and clean tools and machines in a safe manner
- Wear safety glasses, gloves, and earplugs when needed
- Climb ladders safely
- Handle bullying or abuse by someone at work
- Respond to violent situations and robberies in a safe manner
- Know what to do when there is a fire or someone gets hurt



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4. Following safety rules

Once young workers have been trained, they should be continuously encourage to be attentive and follow all the safety rules and report problems they may see. They should also be encouraged to;

- Do every task safely, the way they have been trained
- Keep work areas clean and free from clutter
- Don't work after drinking alcohol or using drugs or when very tired
- Report any health and safety hazards to the boss

Steps to be taken if they are hurt on the job:

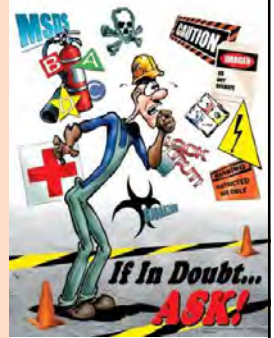
- In an emergency, call 911 (Fiji)
- Tell the boss right away.
- Tell their parent or another family member.
- If necessary, go to a clinic or doctor right away.
- Go to the Ministry of Employment and report/ fill in the accident register.



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5. Seeking assistance

- Young workers should be encouraged to ask questions and seek assistance from their co-workers and supervisors if they are unsure about a particular task.
- A good supervisor should encourage workers to ask questions in a respectful way.
- If further assistance is required, workers should be encouraged to speak to their union rep or directly to the Ministry of Employment, Productivity and Industrial Relations



16

Unsafe work environments

Warning Signs

Pay attention to signs that your workplace may be unsafe. There may be a problem if:

- Workers are getting hurt or sick
- There is no regular training programme
- Equipment is broken or electric cords are frayed
- Machines do not have safety guards
- Chemicals are stored in containers with no labels
- There is no posted policy against sexual harassment
- Workers are allowed to use shortcuts to save time
- Workplace is messy and the washrooms and toilets are dirty
- Floors are slippery
- The manager shouts at the workers



Remember it is the employer's responsibility to provide a safe workplace. It is **THE WORKER'S** responsibility to follow instructions and safety rules carefully.

Gender discrimination

- Sexual harassment is any kind of sexual conduct that is unwelcome and uninvited, and at work it involves:
 - Requesting sexual favours in exchange for a job, or to keep a job, or to get good working conditions
 - Invading personal space, that is, deliberately standing much closer to a person than they are comfortable with
 - Brushing up against someone's body unnecessarily
 - Touching, pinching, patting or fondling
 - Making offensive hand and body gestures at someone
 - Continually asking someone for a date when they have made it clear that they are not interested
 - Whistling at women in the street and calling out/ making offensive comments to women



18

Session 1:

Trade Union Action to Combat Child Labour

➤ Global Examples

 International Labour Organization

 TACKLE FIJI

Why is child labour a trade union issue?

➤ **Child labour is a way into the unorganized sector**

- Growth of the informal sector
- For trade unions, this sector is extremely difficult to organize. **It is where most child labour takes place.** So, if we take up the issue of child labour, if we engage with the problem, we can learn more about the informal sector, and we can find routes into it. Ultimately, trade unions must organize the informal sector if it is to keep its numerical strength.

➤ **The economic argument - poverty anywhere is a threat to prosperity everywhere**

- Poverty is undoubtedly a contributory cause of child labour.
- **Child labour itself is a cause of poverty.** If children can do the work of adults at lower wages, then that is a threat to adult workers' wages and conditions.
- **Trade unions are well placed to protect working children,** advocate their right to education while demanding recognition of the rights of adult workers better wages.

Session Aims

- Determine why child labour is a trade union issue
- Explore actions that can be taken by trade unions
- Child labour monitoring systems in Fiji

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2

Why is child labour a trade union issue?

Solidarity and social justice

- Trade unions foundations are based on solidarity and social justice
- Trade unions were formed to give workers the collective strength to fight injustice, to resist exploitation and to demand fair conditions of employment.
- therefore – first – a broad consensus is needed among workers of what is fair and just.
- Second – there must be the same consensus in the society at large if gains are to be secure and not just temporary
- It is in the interest of trade unions to help create the social climate which will contribute to the elimination of child labour.

Trade unions agree CL is an issue → Fight for the elimination of CL in society → Fair conditions of employment

Why is child labour a trade union issue?

Child labour undermines the bargaining power of trade unions

- Working children = cheap labour.
- Makes it harder for trade unions to negotiate improvements in workers wages and conditions of service.



Child labour contributes to unemployment of adults

- A child may be doing work an adult can do - but at a much lower wage.
- If children are removed and rehabilitated, the job may be filled by an adult worker. There are many instances where the parent is unemployed, and the child is working. This is bad for both adult and child. **It is the opposite of what should happen.**

Why is child labour a trade union issue?

Trade unions are human rights organizations because workers' rights are human rights.

They have fought for the rights of workers since their foundation. Trade unions, where they organize in the workplace and exercise political influence, have brought about human rights in the workplace and in the society. Where there is a trade union in the work- place:

- workers have rights and cannot be dismissed at the whim of the employer;
- that workplace is safer;
- there is more chance of equal pay between women and men workers;
- there is less child labour.



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Trade Union actions against Child Labour

- There are a number of forms of **action against child labour which only trade unions can undertake** because of their specific and unique role.
- Trade unions should not begin work on child labour in an ad hoc manner, but **develop first a policy, and build a plan based on the policy.**
- This can include action unions can take on their own, action where they might co-operate with the other social partners (governments and employers), or action where they will work with other partners.
- The importance of developing policies and plans is that the trade union's work against child labour will be **organized and systematic** as this work must be sustained over the **long term to bring results.**



7

Case Study: India

All India Trade Union Congress (AITUC)

The AITUC has been very innovative and successful in its publicity campaigns. Apart from the usual posters and pamphlets, it has used street plays and well publicised direct action programmes to highlight the plight of working children amongst villagers, NGOs and even government functionaries.

Action 1– AITUC conducted a raid on slate mines in India and found child below the age of 12 working. Held a press conference to highlight the issue. Next day, all mines were closed down.

Action 2 – conducted a survey in the Moradabad district and found 22,000 children under the age of 14 working. Its recent campaign on this issue has led to the issue of notices by the state government to nearly 400 brassware units in the town for illegally employing child labour. They are also setting up non-formal schools for children.

10

Trade Union actions

a. Fact-finding, investigation and information

- Find out the facts of the problem in your community – names and faces to the child labour problem
 - build a mobilization programme, decide on priorities, develop strategies and find solutions to specific cases of child labour.
- Trade unions must undertake investigation and ensure documentation of the concrete cases of child labour so as to be able to take effective action against the problem.
- Is child labour a problem in your community/workplace?
 - What actions can be taken/can you take?



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8

Trade Union actions

Collective bargaining

- Trade unions can negotiate with employers at several levels for the elimination of child labour, for support for rehabilitation, or other measures.
- They can therefore sign agreements with employers on steps to be taken on the process of elimination of child labour.
- Such agreements should be binding and implemented from both sides.

What should be in an agreement?

Direct employment – Agreement that the enterprise would not employ any child below the minimum age set in national legislation, or the relevant ILO standard.

e.g. Agreement between Kakira Sugar Works and the National Union of Plantation and Agricultural Workers (NUPAW, Uganda):

"...Clause 22 a) No person under the age of 18 shall be employed by the company and employees shall not be allowed to bring their children who are under the same age to the estate to work their tasks."

11

Trade Union actions

b. Using the tripartite structure for improvement of legislation and enforcement

- Trade unions can call for the enforcement of legislations and policies
- Trade unions can also advocate for a change in laws if these are outdated or do not meet the required standards.
 - To meet standards set in the ILO Conventions which countries are signatories to.
- Trade unions can also campaign for governments to devote adequate budgetary resources to labour inspectorates in line with ILO Convention

c. Awareness-raising, mobilization and campaigning

- Awareness-raising is critical for eliminating child labour
- Mobilizes people and resources to take action

9

Collective Bargaining

Indirect employment (i.e. suppliers, subcontractors)

- Agreement that the enterprise would insert a clause in contracts with its suppliers or subcontractors that they would not use child labour.
- This type of agreement must include a monitoring system because the union would not necessarily have members in the suppliers and subcontractors who would be able to play a watchdog function.

Example

- The Code of Labour Practice agreed by the Sydney Olympic Games Organizing Committee and the Australian Council of Trade Unions, says:

"each licensee, and each contractor and sub-contractor engaged by the Licensee (the Organising Committee) shall compulsorily implement and respect the principles in the production and distribution of products bearing the (Sydney Olympic Games) logo."

12

Child Labour monitoring systems (CLMS)

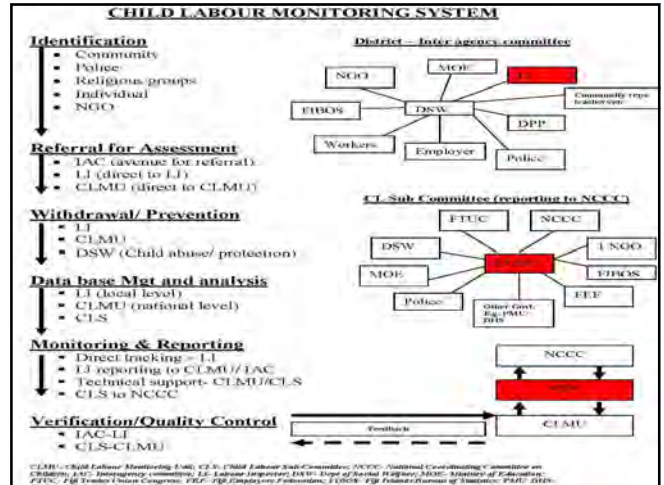
Child labour monitoring involves repeated direct observations to:

- **Identify** child labourers and to determine risks to which they are exposed;
- **Referral** of these children to appropriate services, in particular enrolment in appropriate education facilities;
- **Verification** that they have been removed; and
- **Tracking** them afterwards to ensure that their situation has improved.

CLM complements national labour inspection systems – it is not a substitute for a properly resourced labour inspectorate.

www.ilo.org/pec

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Child Labour monitoring systems (CLMS)

- The actual monitoring, i.e. the identification and referral of child labourers to services, such as schools, is generally conducted through multi-sector teams.
- These may include labour inspectors, local government officials, employer and worker representatives, social workers, teachers, community and village committee members, and so on.

Workplace monitoring	School/services monitoring	Community Monitoring
Labour Inspector	School inspector/education officer	Community Councils
Employers and workers	Parents groups	Womens Groups
Social workers	NGO's, etc	Youth Groups
NGO's, etc		

Child Labour monitoring systems (CLMS)

- **Actions that can be taken during monitoring**
 - Regular observation of factories, small and medium sized enterprises, mines, farms and homes
 - Healthier workplace and respect for core labour standards
 - Access to education or suitable alternatives
 - Referral to school rehabilitation
 - Increased awareness and action to address child labour
- **Results**
 - Identification of the worst forms of child labour
 - Children aged 15 to 17 have better working conditions. Younger children removed
 - Basic quality education for all children
 - Children have better alternatives for the future
 - Communities committed and engaged in the fight against child labour




Fiji Trades Union Congress and Fiji Teachers Union

Initiatives on Child Labour




Action Program

- ▶ • *Trade Union Leaders and Committees' sensitisation program*
- ▶ Actions :
 - ▶ Identification of 20 (100) each at divisional level workers' representatives
 - ▶ Youth & Women's Committee members
 - 3 divisional trainings/workshops
 - Appointment as trade union focal points




Our Partnership

- ▶ **Empowering Families and Communities To Prevent and Remove Children From Child Labour :**
- ▶ *Mobilising Schools and Communities to Prevent 300 at- risk children from engaging in child labour*




Action Programme

- ▶ • **To empower teachers through School Professional Development sessions**
- ▶ Actions :
 - ▶ Continued teacher training and advice sessions/visits
 - Monitoring visits to monitor progress of student, teacher and families.




Action Program

- ▶ • *Prevention of 300 (800) school children aged 6-14 years from dropping out of school/engaging in child labour- at risk children*
- ▶ Actions :
 - ▶ Identification of 20 (40) schools through field surveys
 - ▶ Identification of 193 (500) needy students through parent-teacher interviews etc
 - Schools fees
 - Stationary/uniform grants




Action Program

- ▶ • **General Publicity/ Awareness**
- ▶ Action :
 - ▶ Child Labour Poster Competition launched
 - ▶ on International Day of Social Justice
 - Publicity Materials targeted mainly at children at parents.




Action Program

- ▶ • **Empowerment of families**
 - ▶ **Action :**
 - ▶ **Monitoring visits** to families (needs analysis interviews)
 - ▶ **Referrals** to Social welfare, other NGOS, other opportunities, etc
 - ▶ **Referrals** for skills trainings– capacity building/ upgrading
 - ▶ Training for Income generating small businesses/ assistance schemes etc.




Awareness on Child labour and education (union meetings, breaks at work)

- ▶ **Increase union membership in informal sectors** (where children have greater chance of getting employment) retail– supermarkets/shops, , factories, car wash, canteens, etc
- ▶ Union working groups/Committees on CL




Trade Union Actions at workplaces

- ▶ **Union member/Executive**
 - ✓ **Union/Enterprise CBAs**– Inclusion of non– employment of children at workplaces.
 - ✓ Young adults **not** to be engaged with **hazardous work /substances**
 - ✓ Promote **ILO Standards** on CL (138, 182)




Ensure Ministry enforces law on child labour

- ▶ **Appropriate** minimum wage and its enforcement
- ▶ Report on any child employment, child abuse, on children after hours and during school hours.




Cont.....Trade Union Actions at Workplaces

- ✓ **Union activities** to focus on CL
- ✓ **Union education** to emphasise CL
- ✓ Produce **creative CL orientated publicity materials** – songs, posters, mini–videos, serial campaigns




Lessons learnt

- ▶ **Immense need for assistance!**
 - ✓ Existing Teacher/school leaders network–**crucial**
 - ✓ Existing Union networks– **effective**
 - ✓ Wider CSO network– NGOs, etc, similar efforts–combined
 - ✓ Partnership with govt initiatives–**needed**
 - ✓ Continuous Monitoring **essential**
 - ✓ Sustainability efforts – **ongoing efforts**



Good practices :



- Existing networks/ New Networks formed.
- Identification of at-risk children– Face to face interviews
- Involvement of all stakeholders(parents, guardians/teachers, communities)
- Supplementing needs such as remedial classes, counselling, etc
- Involvement of workers/employers to curb under-aged employment at workplaces
- ▶ Resources– financial, schools, shelter homes,
- Community acceptance of CL as an issue



Purpose

- Reference guide/tool
- Information hub–parents, policy-makers
- Further action initiatives
- Allocation of resources by stakeholders– govt budget, donor funders



Part 11: Pocket Guide on Child Labour

- ▶ WDACL 2014 Programme– background. The draft is the output.
- ▶ Multi-stakeholder inputs
- ▶ Law and reform for children
- ▶ Existing networks to be strengthened

Content – Group Discussion

Additional inputs:

- ▶ Trade Unions perspective incorporated in the draft ? Workers ?
- ▶ What do workers – you, as 1st point of contact within the workplace, see important?
- ▶ Integration of CL in daily activities re children
- ▶ National and international initiatives?
- ▶ Fact-finding/surveys? Areas?
- ▶ TU Policies?
- ▶ Names/ places to make the booklet useful



Pocket guide



Target group :

- ▶ Teachers
- ▶ Unions
- ▶ Workers
- ▶ Policy makers
- ▶ Researchers
- ▶ Students