



International
Labour
Organization

A Trade Union Guide for Eliminating Child Labour in Fiji



Tackling Child Labour through Education (TACKLE) Project - Fiji funded by the European Union
ILO Office for Pacific Island Countries



International
Labour
Organization

A Trade Union Guide for **Eliminating Child Labour in Fiji**



Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications. Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

A Trade Union Guide for Eliminating Child Labour in Fiji, International Labour Organization, International Programme for the Elimination of Child Labour (IPEC) – Geneva: ILO, 2015, 61p. ISBN: 978-92-2-130454-8 (print), 978-92-2-130455-5 (web pdf)

ILO Cataloguing in Publication Data

Acknowledgements

This publication has been produced and printed with the assistance of the European Union through the Tackling Child Labour through Education (TACKLE) project in Fiji (FED/2014/352-563). The contents of this publication are the sole responsibility of the ILO and can in no way be taken to reflect the views of the European Union.

Key ILO resources adapted to produce this booklet include the “Trade Unions and Child Labour” booklet series (2000); Globalization and the Labour Movement: Challenges and Responses (2008); Marking Progress Against Child Labour (2012); My Guide to Safe Work (2014); Child Labour in a Nutshell (2014); Commercial Sexual Exploitation in a Nutshell (2014).

Adaptation by Ahmad Ali (ILO Suva) with the assistance of members of the Fiji Trades Union Congress (FTUC) & Fiji Teachers Union (FTU), especially Mr. Agni Deo Singh and Ms. Jotika Sharma. Images copyright ILO and the Fiji Times Limited.

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

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them. Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org.

Contents

Foreword.....	2
Chapter 1: The Child Labour Problem	3
What is child labour?.....	5
Young workers – child labourers.....	6
What causes child labour?	7
Forms of child labour	9
Chapter 2: Child Labour as a Trade Union Issue	10
Chapter 3: The International Labour Standards and National Laws	14
ILO Convention No. 138 (1973) Minimum Age for Employment	15
ILO Convention No. 182 (1999) Worst Forms of Child Labour.....	18
UN Conventions on the Rights of the Child (CRC).....	22
National laws on child labour.....	23
National Coordinating Committee on Children (NCCC) Inter-agency guidelines	29
Chapter 4: Trade Union Actions against Child Labour	31
Areas of trade union action - tripartism and child labour.....	32
Collective bargaining	38
What should be in an agreement on child labour issues	40
Awareness-raising, mobilization and campaigning.....	42
Action against child labour through education.....	45
Including child labour in Occupational Safety and Health (OSH).....	51
Contact Lists	54
Appendix: ILO resources used to produce this booklet	61

Foreword

Child Labour continues to be a historical workplace issue that affects decent work and the welfare of our society. Unfortunately some of its worst forms are also found in Fiji. Whether it is a child working in the agriculture or in the informal sector, it is an issue that concerns all of us and must be addressed with urgency.

Trade Unions have been recognized as crucial partners in ensuring that communities and families are involved in the fight against child labour. Unions through their presence at the workplace are able to discover child labor incidences in real time as they occur and thus should be empowered to address them at the root. They are credible advocates for protecting children against exploitation at workplaces and have the ability to raise awareness and mobilize actions and activities to fight child labour. Unions have embarked on intensive campaigns to eliminate child labour through institutional strengthening mechanisms, capacity building initiatives, support services frameworks and situational surveys in Fiji. *“A Trade Union Guide for Eliminating Child Labour in Fiji”* is a resource designed to enhance the knowledge base as well as a practical tool to be used by trade union members. It provides examples and actions that can be undertaken and highlights the vital role of trade unions in this process.

The Fiji Trades Union Congress (FTUC) acknowledges the useful collaboration of the ILO Suva Office TACKLE Team who have supported the development of this resource as well as the European Union for funding initiatives to combat child labour in Fiji through the Tackling Child Labour through Education (TACKLE) Project. The significant contributions of the FTUC especially the Fiji Teachers Union members are also greatly acknowledged in developing this resource. We hope this Guide is widely used as a supplementary teaching resource and a tool for union negotiators at the workplace as well as a source of information on child labour.



Felix Anthony
National Secretary
Fiji Trades Union Congress



Agni Deo Singh
National Treasurer
Fiji Trades Union Congress

Chapter 1: The Child Labour Problem

Child labour has been high on the agenda of international organizations and conferences during the last decade, even though it is not something new. In the nineteenth century, often as the result of trade union campaigns, governments passed legislation to protect children from the increasing dangers that industrialization and urbanization brought to working relationships. These developments, coupled with legislation for compulsory schooling, gave rise to the idea that the place for children was at school and not in the workplace.

One of the core issues during the establishment of the ILO in 1919 was child labour and one of the first Conventions to be ratified in 1919, Convention No. 5 addressed the problem of minimum age for industrial employment.

Since then there have been a number of Conventions on the minimum age for employment for different industries. However, the two principal ILO Conventions dealing with the child labour issue are:

- ILO Convention No. 138, Minimum Age for Employment, 1973, and
- ILO Convention No. 182, Worst Forms of Child Labour, 1999.

It is important to note that these Conventions are not the first to recognize the link between child labour and education. The Minimum Age (Agriculture) Convention No. 10, adopted in 1921, already recognized this link.

Despite the long history of campaigns and legislation, working children can still be found in industrialized countries. An increase in child labour is being observed in Central and Eastern European countries as they move from a centrally planned economy to a market economy. Even in the United States, more children are working because of the rapid increase in part-time jobs and the demand for a more flexible workforce. Even though trade unions

have been extremely effective and active in developed countries, incidences of child labour can still be found.

Nevertheless, child labour is most prevalent in the non-industrialized countries. In the developing world, Sub-Saharan Africa has the highest incidents of child labour with 21 percent of 5-17 year olds or 59 million children in child labour.

Global statistics from the latest child labour reports indicate the following¹:

- Overall there are 264 million children in employment
- Of this number, 168 million children are in child labour and over half of these children are in the worst forms of child labour.
- There are 96 million children who are above the minimum age for employment
- There are still 85 million children – more than half of all child labourers – who are involved in hazardous work which directly endangers children's health, safety and moral development.
- The largest absolute number of child labourers is in the Asia-Pacific region (78 million),
- Asia Pacific however registered the largest decline in child labour, from 114 million in 2008 to 78 million in 2012.

¹ ILO Global Estimates 2012; Marking Progress Against Child Labour
http://www.ilo.org/ipec/Informationresources/WCMS_221513/lang-en/index.htm

What is child labour?²

Child labour is not children doing small tasks around the house, nor is it children participating in work appropriate to their level of development and which allows them to acquire practical skills and learn responsibility.

Child labour does include all work which, by its nature or the conditions under which it is carried out, harms, abuses and exploits the child, or deprives the child of an education. This means that child labour manifests itself in many forms and a critical examination of the situation of working children is necessary to determine what constitutes child labour and its worst forms.

Child labour deprives children of their right to education and is harmful to their physical, moral and mental development. The concern is with children who are denied their childhood and a future, who work at too young an age, who work long hours for low wages, who work under conditions harmful to their health and to their physical and mental development, who are separated from their families, and who are deprived of education. This can create irreversible damage to the child and is in violation of international law and national legislation.

What kind of work should children never do?

- Work that violates children's fundamental rights as human beings.
- Work that is dangerous or threatening, that exhausts their strength, damages their bodies and takes advantage of their young age.
- Work that harms their growing up or robs them of their childhood.
- Work that prevents them from going to school and gaining basic skills and knowledge for their growth and future.

² Adapted from "Trade Unions and Child Labour" Booklet series developed by ILO/ACTRAV project Developing National and International Trade Union Strategies to Combat Child Labour. Switzerland, 2000.

Young workers – child labourers

Older children, i.e. those above the minimum age for employment, can be engaged in light work which is not hazardous or harmful to their development or considered the worst forms of child labour. There are roughly 48 million young people whose work could be considered legal if there was minimal risk or if they were well-trained and well-protected from the hazards.

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.

For children under the minimum age for work – the response is clear: they need to be taken away from the hazard and out of work as quickly as possible.

For older children – i.e. youth over the minimum age – there are two approaches: removing them or removing the risk. But as risks cannot always be totally removed, we usually speak of “risk reduction” or “protection” of young workers.

Young people between 14 and 18 are of common interest to both youth employment and child labour efforts. It is an important age group as it 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.

Even though these young people are over the minimum age (usually 14 or 15) they are still considered “child labour” under ILO Conventions Nos. 138 and 182 if the work they do is hazardous, or considered as a worst form of child labour.

What causes child labour?

The reasons for child labour are many and the causes of specific incidences of child labour will vary from country to country and from industry to industry. However, there are common causes:

Poverty – is frequently given as the main reason for child labour. Poor families may send their children to work to increase the family income. Large numbers of children work as unpaid workers in family farms and stores that depend on family labour to survive economically.

Failure of the education system – Many areas simply do not have schools - particularly in rural areas. In some cases, fees are charged and parents cannot afford them. Where free schools are available, the quality may be poor and parents consider the child will survive better if he/she works and learns a skill.

Informal economy – Child labour is much less common in large workplaces. In small, unregistered enterprises, often called the informal sector, child labour is more frequent. Inspectors rarely visit such workplaces, and there are no trade unions. Child labour can flourish in such conditions.

Low cost of child labour – as the informal sector grows child workers become increasingly attractive for employers as a form of cheap labour. In addition, child workers are not organized and are more easily disciplined.

Absence of workers’ organizations – The incidence of child labour is greatest where trade unions are weak or do not exist. Trade unions are generally not found in the informal sector where it can be difficult to organize.

Lack of social protection – Large numbers of children are swelling the ranks of child labourers because society is not able to provide them with appropriate protection. These include children who are abandoned or have been orphaned by the HIV/AIDS epidemic or by natural disasters, and those recruited as soldiers into private militias and armies in conflict zones.

Social customs and attitudes – In some countries, powerful elites, or majority ethnic groups consider that working is the proper and natural occupation for the children of the poor or children of ethnic minorities. They have no commitment to ending child labour, and indeed want to continue exploiting these children for the cheap labour they represent. In other cases, when parents have little money to spend on education, they choose to educate the boy child so girls are often not given any schooling.

Case study

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.



Image courtesy of the Fiji Times

Forms of child labour

Child labour exists in many forms, and new forms develop as the formal sector of the economy shrinks and the informal sector grows. Sometimes child labour can be easily observed, sometimes it is hidden from view. Some of these forms of child labour are more amenable to trade union action than others, because workplace action, which can be of crucial importance in the fight against child labour, is an area where trade unions are strong. The list below is by no means a complete list of all existing forms of child labour.

- Agricultural work
- Domestic service
- Work in mines and quarries
- Work in manufacturing processes
- Slavery and forced labour
- Prostitution and trafficking in children
- Work in the informal/unorganised sector



Image courtesy of the Fiji Times



Image courtesy of the Fiji Times



Image courtesy of the Fiji Times

Chapter 2: Child Labour as a Trade Union Issue

There have been arguments that the problem of child labour is a problem for governments to solve. However, child labour has so many aspects and the reasons for its existence are so complex that governments alone cannot be expected to resolve the problem. The solution will only come about from the efforts of a large number of partners, including trade unions.

Workers' organizations are logical leaders in discovering and denouncing child labour at the local, national and international level. And they can become credible advocates for the protection of children against exploitation and abuse in the workplace by documenting concrete cases of child labour and their effects on the children. Trade unions can and must assert the right of workers to adequate remuneration, thereby reducing poor families' dependency on child labour.

Workers' organizations have access to large numbers of adult workers and their families. They can communicate the importance of promoting their children's education, protecting children from work hazards and from starting to work too early. As a potentially strong pressure group, trade unions have a role to play in collective bargaining and in social mobilization efforts at the national and international levels.

The right to a childhood, to an education, the chance to play in the sun and normal physical development are basic human rights denied to millions of children. It is inexcusable that this situation exists in the 21st century. No government now actually defends child labour; no employer will boast that they employ children. It is now universally recognized and agreed that child labour must stop. But child labour will never be eliminated without the involvement of trade unions.

Many trade union organizations are already convinced that child labour is a natural area of activity for them and have drawn up policies and taking action against child labour.

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 organized in the workplace and exercising political influence have fought for human rights in the workplace and in society. Where there is a trade union in the workplace:

- 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.

Let us now look more closely at some of the reasons why child labour is an issue for trade unions.

Child labour and the unorganized sector

The world over, and especially in the developing countries, the “unorganized” or “informal” sector is growing. 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.

Child labour undermines the bargaining power of trade unions

Working children represent a plentiful source of cheap labour. This contributes to the depression of wages and leads to the weakening of trade unions' ability 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 and it is the opposite of what should happen.

Children are also vulnerable to being exploited as they are eager to please and do not argue. Children also have fewer possibilities for organising and demanding better conditions of work and are often employed in hazardous work experiencing abusive treatment. Therefore, any rights that unions would have gained under collective bargaining agreements in these sectors can be weakened through the employment of child labour, especially in the informal sector. As overseers unions also ensure that there is no child labour.

The economic argument – poverty anywhere is a threat to prosperity everywhere

Poverty is undoubtedly contributes to child labour. But 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 and advocate their right to education while demanding recognition of the rights of adult workers better wages.

Moreover there is also a key developmental aspect: child labour is a brake on social development because it takes away the human resources skills of our children. Research has shown that for every \$1 invested in basic education and the elimination of child labour the nation will reap a \$7 – return in economic growth and development.³

³ According to ILO/IPEC (2004), *Investing in Every Child: An economic study of the costs and benefits of eliminating child labour*, the benefits of eliminating child labour will be nearly seven times greater than its costs.

Solidarity and social justice⁴

The very foundations of trade unionism are the principles of 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. So firstly, there must be a broad consensus among workers of what is fair and just. Secondly, there must be the same consensus in the society at large if gains are to be secure and not just temporary. Hence, it is in the interest of trade unions to help create the social climate which will contribute to the elimination of child labour.

Finally, from the point of view of trade unions, the four areas of fundamental rights at work: trade union freedoms, freedom from forced labour, child labour and discrimination are mutually interdependent and reinforcing.

Supporting policies aimed at eradicating child labour links the trade unions in broader alliances, in lobbying and networking which in turn could highlight the role of trade unions in the struggle for human rights.



FTUC and FTU members during child labour workshops in 2015



⁴ Taken from Kurian, R. 2005. *Trade Unions and Child Labour: challenges for the 21st century*. Institute of Social Studies, The Hague. Netherlands.

Chapter 3: The International Labour Standards and National Laws

The 'international labour standards' refers to the ILO Conventions and Recommendations. They are adopted by the International Labour Conference (ILC), held every year in Geneva. International Labour Conventions are open to ratification by member States and are international treaties which are binding on the countries which ratify them. Through ratification, countries voluntarily undertake to apply the provisions of the Conventions in a national context. This means adapting national law and practice to the requirements of the Conventions, and accepting international supervision.

Member States (governments) have the obligation to ensure that Conventions are enforced through the competent authority through legislations and policies and/or other actions.

The term 'core Conventions' or 'core labour standards' refer to a group of eight ILO Conventions which deal with what are regarded as the basic human rights at work or basic workers' rights. The eight core Conventions are:

- Forced Labour Convention, 1930 (No. 29)
- Freedom of Association and Protection of the Right to Organize, 1948 (No. 87)
- Right to Organize and Collective Bargaining, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No.138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

**Fiji has ratified
all 8 core
Conventions
of the ILO**

Recommendations are not agreements, so governments do not ratify Recommendations. These can be linked to Conventions or be an independent

instrument. Recommendations are a set of non-binding guidelines which can be used to develop national policy and practice and be a tool for trade unions in collective bargaining. They give more detailed measures on how the provisions in a Convention can be applied.

The difference between Conventions and Recommendations is important. Member States have certain important procedural obligation in respect of Recommendations - namely, to submit the texts to their competent authorities, to report on resulting action and to report occasionally at the request of the ILO Governing Body on the measures taken or envisaged to give effect to the provisions. Conventions that have not been ratified have the same value as Recommendations. The key Conventions in relation to child labour are highlighted below.

ILO Convention No. 138 (1973) Minimum Age for Employment

The ILO Minimum Age Convention (No. 138) calls on countries to fix a minimum age for employment; abolish child labour; and progressively raise the minimum age of employment to the appropriate level.

- This applies to all economic sectors and to all working children whether they are employed for wages or working on their own account.
- **Basic Minimum Age** – The minimum age for work should not be below the age for finishing compulsory schooling, which is generally 15.
- **Hazardous work** – Any work which is likely to jeopardize children's physical, mental or moral health and safety should not be done by anyone under the age of 18.
- **The Convention does not forbid all child work.** Age appropriate work that does not negatively affect a child's health and development or interfere with schooling is generally regarded as positive.
- **Light work** – Children between the ages of 13 and 15 years old may do light work, as long as it does not threaten their health and safety, or hinder their education or vocational orientation and training.

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.

Certain restrictions on employment of children

95.—(1) A child must not be employed underground in a mine.

Hours of work for children

97.—(1) A child must—

- (a) not be employed or permitted to be employed for more than 8 hours in a day; and
- (b) be given at least 30 minutes paid rest for every continuous 4 hours worked.

(2) A child must not be employed or permitted to be employed during a period when the child is required to attend school or for a period which prejudices the child's educational participation.

(3) Subsections (1) and (2) do not apply to a child employed under a contract of apprenticeship lawfully entered into under the provisions of any written law.

Conditions on night employment

98. The Minister may, after consultation with the Board, by order in the *Gazette*, prescribe conditions for the employment of children between 6 o'clock in the afternoon of any day and 6 o'clock in the forenoon of the following day in a workplace.

What is Light Work?

Light work is work in a workplace in which members of the same family or of communal or religious group are employed provided that:

- a) the employment is not likely to be harmful to the health or development of the child; and
- b) the employment does not negatively affect the child's attendance at school, or participation in vocational orientation or training programmes approved by a competent authority
- c) the employment does not negatively affect the capacity of the child to benefit from the instruction received.

Example of Light Work conditions in Fiji under the Employment Relations Promulgation, 2007

- *Children should not work more than 12 hours per week!*
- *On school days, children should only work up to two hours a day!*
- *Employment must be outside of school hours!*
- *Employment must be outside school hours and is not prejudicial to the child's attendance at school*
- *The employer must obtain a medical certificate!*
- *Parental consent must be obtained!*
- *The work is not in an industrial undertaking or in the fishing industry; and the work is not injurious or likely to be injurious.*

A child cannot work before six in the morning and after six in the evening, on any day.

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

The ILO Worst Forms of Child Labour Convention (No. 182) calls for **“immediate and effective measures** to secure the prohibition and elimination of the worst forms of child labour **as a matter of urgency.”**

- The Convention applies to everyone under the age of 18 years.
- Effective, time-bound preventative action is required, including the identification of children at special risk and taking into account the special situation of girls.
- Children in the worst forms of child labour must be removed and rehabilitated, and have access to free basic education or vocational training.

The worst forms of child labour (WFCL) are defined as:

- a. All forms of **slavery** or practices similar to slavery, such as the **sale and trafficking of children**, debt **bondage and serfdom**, as well as **forced labour**, including forced or compulsory recruitment of children for use in **armed conflict**;
- b. The use, procurement or offering of a child for **prostitution**, for the production of **pornography** or for pornographic performances;
- c. The use, procurement or offering of a child for **illicit activities**, in particular for the production and trafficking of drugs;
- d. Work, which by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of children (**hazardous work**), such harmful work to be determined by national authorities.

Hazardous Work

Children and young people under the age of 18 **CANNOT BE EMPLOYED IN HIGH RISK OR HAZARDOUS WORK**, for example, in work involving:

- the use of dangerous machinery
- use of dangerous substances
- handling harsh or toxic chemicals
- high elevation work
- service of alcohol
- gaming or gambling service
- nudity
- working with extreme temperatures
- heavy construction and excavation work
- work underground, underwater, at dangerous heights, in confined spaces
- work which involves the manual handling or transport of heavy loads
- work with extreme noise levels, or vibrations
- in particularly dangerous conditions including long hours, night work
- work where the child is unreasonably confined to the premises of the employer.

Extracts from the Fiji Employment Relations Promulgation, 2007

Prohibition of worst forms of child labour

91. The following forms of child labour are prohibited—

- (a) all forms of labour slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and any form of forced or compulsory labour, including forced or compulsory recruitment of children in armed conflict;
- (b) the use, procuring or offering of a child for illicit activities in particular for the production and trafficking of drugs as defined in relevant international treaties; or
- (c) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances, and a person who engages a child in such prohibited form of child labour commits an offence.

Hazardous Occupations Prohibited To Children Under 18 Years of Age

Order 2013

Short title and commencement

1. This Order may be cited as the **Hazardous Occupations Prohibited to Children Under 18 Years of Age Order 2013**, and shall come into force on the date of its publication in the *Gazette*.

Interpretation

2. In this Order, unless the context otherwise requires—

“hazardous work” means a subset of child labour and the worst form of child labour, being work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

List of hazardous occupations

3. For the purposes of section 95(2) of the Employment Relations Promulgation 2007, the following occupations or workplaces are prohibited occupations or workplaces for a child—

- a. **all occupations in the processing and preparation of drugs and chemical products involving exposure to dangerous chemicals;**
- b. **all occupations in the manufacturing, handling, and transporting of explosives, toxic, corrosives, poisonous and noxious components and flammable liquids in bulk;**
- c. **all activities in any work-room, building, premises, or any place where radium is stored, kept or processed or used in the manufacture of self-luminous compounds or other radioactive substances;**
- d. **craftsman, production process and related occupations—**
 - i. spinners and winders (textile);
 - ii. fiber and plastic preparers;
 - iii. bleacher, dyer and finisher of textiles using chemicals;
 - iv. tool maker, machinist, plumber, welder, flame cutter and plater;
 - v. installer and repairer of telephone and telegraph;(vi) electrical and electronic fitter;
 - vi. linemen and cable jointer;
 - vii. sawyer and woodworking machine setter and operator;
 - viii. furnace and oven workers in brick making;
 - ix. furnace man and kilnman in the manufacture of glass and ceramics;
 - x. brewer and wine maker;
 - xi. distiller of alcoholic beverages;
 - xii. tanner;
 - xiii. blacksmith, hammersmiths, forge man;
 - xiv. slaughtering and killing birds and animals;
 - xv. extraction of lard and oil;
- e. **farming, fishing, hunting, logging, and related occupations—**
 - i. deep sea and offshore fishing;
 - ii. divers of marine organisms or products of marine organisms, including but not limited to, sponge, sea cucumber, pearl and shell;
 - iii. logging (cutter, stripper, cable installer, feller);
 - iv. farming activities including but not limited to, sugarcane cutting, sugarcane loading and chemical spraying;
 - v. workers on commercial vegetable farming;

f. mining, quarrying and related occupations—

- i. operators of drilling and blasting machines, stone crushing equipment, conveyor, compressor, steam boiler, air receiver, gas cylinder, acetylene generator;
- ii. firing (with fuse, electricity);
- iii. stone splitter;

g. service, sports and related work—

- i. fire-fighters and guards;
- ii. ship stewards;
- iii. airline hostesses;
- iv. bartenders;
- v. bus conductors and conductresses;
- vi. masseurs and masseuses;
- vii. taxi-dancers;
- viii. entertainers (strip teasers, burlesque, dancers);
- ix. bath house attendants;
- x. escorts for men or women;
- xi. personal service of males or females in bars, cocktail lounges, motels, hotels, massage clinics, and other drinking places;
- xii. janitors in bawdy houses;
- xiii. lifeguards in swimming pools and resorts;
- xiv. jockeys and horse trainers;
- xv. contact sport instructor;
- xvi. embalmers and undertakers;
- xvii. dealers, croupiers, bookies and bet takers;
- xviii. lifting, carrying, handling and moving heavy loads;
- xix. security officers;

h. transport, communication and navigational occupations—

- i. firemen;
- ii. drivers or operators of bulldozer, crane, pile driving equipment, trailer, road roller, tractor lifting appliances, scaffold winch, hoist, excavator, loading machine, trucks, buses and taxis;
- iii. tillers and greasers of heavy machineries;
- iv. traffic controller and dispatchers;
- v. servicemen and garage workers in transport company;

i. other hazardous work including but not limited to—

- i. bottle collecting;
- ii. scrap metal collecting.

Employer shall be liable

4. Any employer who, after being served with this Order, continues to employ a child in the prohibited occupation or workplace, commits an offence and shall be liable under the provisions of the Employment Relations Promulgation 2007.

Extracted from the GOVERNMENT OF FIJI GAZETTE SUPPLEMENT; TUESDAY, 28th MAY 2013; [LEGAL NOTICE NO. 30]; EMPLOYMENT RELATIONS PROMULGATION 2007 (PROMULGATION NO. 36 OF 2007)

UN Conventions on the Rights of the Child (CRC)

The ILO Conventions on child labour complement the UN Conventions on the Rights of the Child (UNCRC) as child labour is also a child rights issue. Article 32 of the CRC requires:

1. States Parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.
2. States Parties shall take legislative, administrative, social and educational measures to ensure the implementation of the present article. To this end, and having regard to the relevant provisions of other international instruments, States Parties shall in particular:
 - (a) Provide for a minimum age or minimum ages for admission to employment;
 - (b) Provide for appropriate regulation of the hours and conditions of employment;
 - (c) Provide for appropriate penalties or other sanctions to ensure the effective enforcement of the present article."



FTUC school visitations

National laws on child labour

There have been several initiatives that trade unions have advocated for which has greatly impacted the fight against child labour. The push for universal primary education has been significant in ensuring that all children below the age of 15 (or 14 for some developing countries) attend school.

There are international guidelines and national laws that protect young workers as well as their safety at the workplace. Youth are NOT allowed to do work which is physically or psychologically dangerous. Laws also limit the hours and times of day that youth can work in order for them to have time for school and adequate rest and employers MUST follow these rules.

Below are extracts from the Employment Relations Regulations, the MOE Child Protection Policy, the Child Welfare Decree, the Crimes Decree and the Juvenile's Act which directly relate to child labour. These can be used as reference points for unions when dealing with cases of child labour and which agencies which can be consulted. The Ministry for Employment, Productivity and Industrial Relations (MEPIR) also has the Child Labour Unit which can be easily accessed through any labour office throughout the country.



FTUC child labour workshop

Additional relevant policies and legislations in relation to child labour are highlighted below;

Extracts from the Employment Relations (Administration)
Regulations 2008, Fiji

PART 8 – CHILDREN

Conditions of work

40.-

- (1) A child must not be employed or permitted to be employed in any of the following situations:
 - (a) in situations of direct hostilities;
 - (b) any work for which the child has little capacity;
 - (c) any work which is hazardous to the child's health, mental, spiritual or social development;
 - (d) in an environment which subjects the child to physical harm, psychological torture, any form of neglect, torture, any form of cruel, inhuman or degrading treatment, or which does not foster the health, self-respect and dignity of the child.
- (2) An employer who does not comply with sub regulation (1) commits an offence.

Hours of work for children and night employment

41. -

- (1) For the purposes of section 97 of the Promulgation, a child must not be employed for more than 8 hours during daylight hours.
- (2) Each child employed during daylight hours must be given a 30 minute paid lunch break.
- (3) For the purposes of section 98 of the Promulgation, no child may work beyond 10 pm at night.
- (4) Each child employed during night employment must be given a 30 minute paid dinner break within 2 hours of starting work.
- (5) No child may be employed for more than 8 hours per day.
- (6) Any employer who does not comply with this regulation commits an offence.

Extract from the Ministry of Education, Heritage and Arts –

Child Protection Policy 2015

2.0 POLICY

- 2.1 MoEHA and schools shall take all appropriate measures to protect children from all forms of abuse, neglect and exploitation.
- 2.2 All schools in consultation with all stakeholders shall develop, implement and monitor their child protection policy aligned to this policy.
- 2.3 MoEHA 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).
- 2.4 Adherence to the contents of this policy shall be monitored by the Human Resources Management Unit of MoEHA.
- 2.5 All students' records relating to this policy shall be kept in strict confidence.
- 2.6 No person shall be appointed to work as a Child Protection Officer in any school unless s/he has a valid registration with the Fiji Teacher Registration Board.
- 2.7 A school Child Protection Officer [herein after referred to as CPO] shall be appointed who shall be the focal point of all investigations and all child protection issues in schools. Likewise, the 4 MoEHA Divisional offices shall appoint a CPO/Counsellor who shall be the officer in charge in the division of all child abuse investigations and reporting of cases to the relevant authorities.
- 2.8 MoEHA and schools shall have zero tolerance against child abuse perpetrators.
- 2.9 Costs involved in the implementation of this policy shall be borne by MoEHA and related stakeholders and donors. The MoEHA shall work in close consultation with relevant government stakeholders such as Department of Social Welfare [herein after referred to as DSW], Ministry of Health [herein after referred to as MoH], National Substances Abuse Advisory Council [herein after referred to as NSAAC], Ministry of Labour [herein after referred to as MoL] and the Fiji Police in reporting and identifying cases of child abuse, child labour, trafficking, neglect and exploitation.

Extracts from the Child Welfare Decree 2010, Fiji

Interpretation

3. (1) In this Decree, unless the context otherwise requires –

"child" means a person below the age of 18 years;

"professional" means a health professional as defined in the Medical and Dental Practitioner Decree 2010, a welfare officer as defined in the Juveniles Act (Cap. 56) a Police Officer as defined in the Police Act (Cap. 85) or a legal practitioner as defined in the Legal Practitioners Decree 2009. (Amendment (2013) - a Teacher who is registered under the Fiji Teachers Registration Promulgation 2008" after "(Cap. 85)".

PART 2-MANDATORY REPORTING

Professional's duty to report

4. Where a professional -

- (a) becomes aware or reasonably suspects during the practice of his profession, that a child has been or is being, or is likely to be harmed; and
- (b) as far as he is aware, no other professional has notified the Permanent Secretary under this section about the harm or likely harm;

the professional must immediately give notice of the harm or likely harm to such child to the Permanent Secretary in writing or by facsimile, email or other reliable means of communication, where necessary the professional may, subject to section 6 give oral notice under this section.

Contents of report

5. (1) A notice under section 4 of this Decree must include as much of the following information in each case to the extent that the professional can reasonably obtain it -

- (a) the child's name;
- (b) the child's date of birth;
- (c) the place or places where the child lives;
- (d) the names of the child's parents;
- (e) the place or places where the parents live or may be contacted;
- (f) details of the harm or likely harm of which the professional is aware or that the professional suspects; and
- (g) the professional's name, address and telephone number.

(2) The professional may seek further information about the harm, likely harm or any other factors the professional deems relevant in forming a reasonable suspicion about the matter.

Extract from the Crimes Decree 2009

Division 6 — Trafficking in Persons and Children

Offence of trafficking in children

114.—(1) A person (the first person) commits an indictable offence of trafficking in children if—

- (a) the first person organizes or facilitates the entry or proposed entry into Fiji, or the receipt in Fiji, of another person; and
- (b) the other person is under the age of 18; and
- (c) in organizing or facilitating that entry or proposed entry, or that receipt, the first person -
 - i. intends that the other person will be used to provide sexual services or will be otherwise exploited, either by the first person or another, after that entry or receipt; or
 - ii. is reckless as to whether the other person will be used to provide sexual services or will be otherwise exploited, either by the first person or another, after that entry or receipt.

Penalty — Imprisonment for 25 years.

(2) A person (the first person) commits an indictable offence of trafficking in children if —

- (a) the first person organizes or facilitates the exit or proposed exit from Fiji of another person; and
- (b) the other person is under the age of 18; and
- (c) in organizing or facilitating that exit or proposed exit, the first person:
 - i. intends that the other person will be used to provide sexual services or will be otherwise exploited, either by the first person or another, after that exit; or
 - ii. is reckless as to whether the other person will be used to provide sexual services or will be otherwise exploited, either by the first person or another, after that exit.

Penalty — Imprisonment for 25 years.

Extract from the Crimes Decree 2009 (Continued)

Offence of domestic trafficking in children

117.—(1) A person commits an indictable offence of domestic trafficking in children if—

- (a) the first-mentioned person organizes or facilitates the transportation of another person from one place in Fiji to another place in Fiji; and
- (b) the other person is under the age of 18; and
- (c) in organizing or facilitating that transportation, the first-mentioned person:
 - (i) intends that the other person will be used to provide sexual services or will be otherwise exploited, either by the first-mentioned person or another, during or following the transportation to that other place; or
 - (ii) is reckless as to whether the other person will be used to provide sexual services or will be otherwise exploited, either by the first-mentioned person or another, during or following the transportation to that other place.

Penalty — Imprisonment for 25 years.

Extracts from the Juveniles Act, 1985, Fiji

Causing or allowing children to be used for begging

58.—(1) If any person causes or procures any child or, having the custody or care of such a child, allows him to be in any street, premises or place for the purpose of begging or receiving alms, or inducing the giving of alms (whether or not there is any pretence of singing, playing, performing, offering anything for sale or otherwise) he shall be liable on conviction to a fine not exceeding fifty dollars or imprisonment for a term not exceeding three months, or to both such fine and imprisonment.

(2) If a person having the custody, charge or care of a child is charged with an offence under this section and it is proved that such a child was in any street, premises or place for any such purposes he shall be presumed to have allowed the child to be there unless the contrary is proved.

National Coordinating Committee on Children (NCCC)

Inter-agency guidelines

- *for reporting on child abuse, neglect and abandonment*⁵

Reporting the problem

The inter-agency guidelines re-established by the NCCC in 2015, provide a framework for inter-agency cooperation to tackle child abuse, child neglect and abandonment. The guidelines recognize the role everyone plays to monitor and **report** cases of child abuse, neglect and abandonment to the Social Welfare, Police officer, a teacher, legal practitioner, welfare officer or health professional. These professionals are mandatory reporters and have a legal obligation, under the *Child Welfare Decree 2010*, to **notify** Social Welfare of a suspected case of harm or likely harm to a child.

Initial Interview

An initial interview with the child that has experienced abuse is undertaken by the primary agency to where the report of abuse or suspected abuse was made. For example, if suspected child labour is reported to the Ministry of Employment, they will undertake the initial interview, involving where possible the social welfare officer. The role of the Social Welfare Officer is to witness the interview and advocate the best interests of the child. If a Social Welfare Officer is unavailable, a health worker, teacher or trusted associate of the child may be present to advocate for the welfare of the child and witness the interview. The number of interviews should be limited in the best interests of the child, as multiple interviews and questioning can be traumatic, painful and embarrassing for the child.

Interagency Case Conferencing

All agencies involved in the care, protection or case of a child should be involved in interagency case conferencing which takes place throughout the examination of the case.

⁵ See the full Interagency Guidelines on Child Abuse, Neglect and Abandonment available from the Department of Social Welfare for more information.

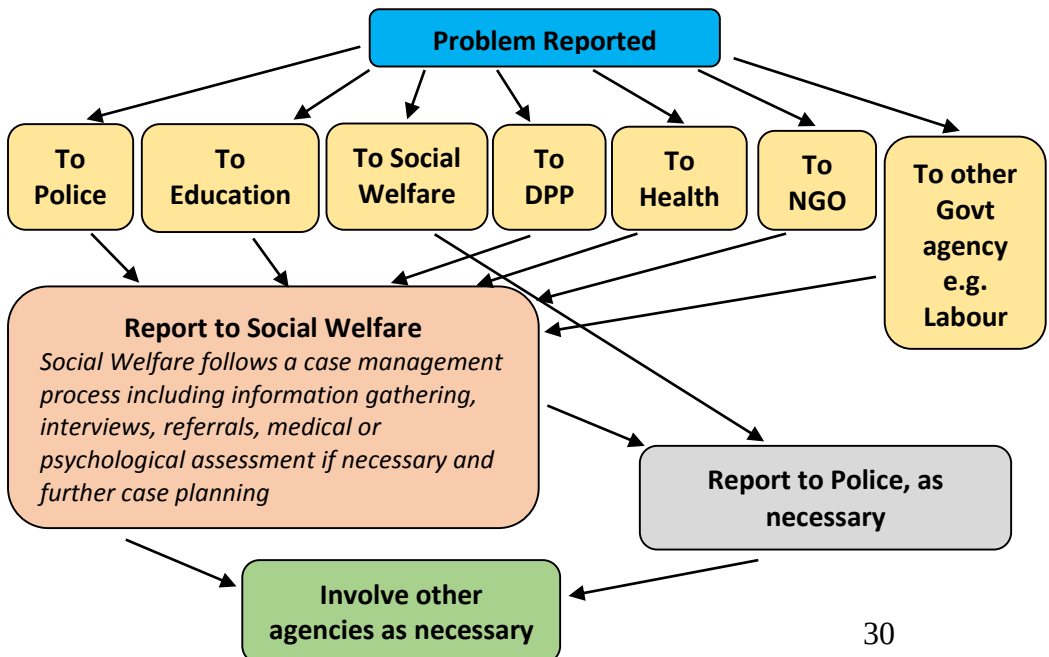
Family Case Conferencing

Family case conferencing involves relevant family members attending meetings with social welfare officers to ensure the future protection of a child, and will depend upon the nature and circumstances of a case. For example, conferencing will occur if there is a case of neglect due to poverty or family conflict. Case conferencing occurs regularly and is encouraged. Other agencies, apart from social welfare may attend family case conferencing depending upon their involvement.

Counseling

Counseling for the child and non-offending parents/family members should be offered following disclosure of an abuse. Social welfare officers provide supportive counseling to the child and members of the child's family. Other counselors employed by NGOs can also provide counseling. Student counselors play a supporting role to the child in the school context. For child abuse and neglect victims, student counselors need to consult the social welfare officer who may be involved with the child's case.

Flowchart of reporting process



Chapter 4: Trade Union Actions against Child Labour

Trade unions are aware that the first, most important step towards protecting children from exploitation and abuse in the workplace is to make their situation known. By exposing cases of abuse and explaining the issue, the trade union movement can pressure government into action, influence employers and mobilize public opinion to create a society which will not tolerate child labour. Trade unions have the ability to influence change at a number of levels which are described below.

Levels of Action

The trade union movement as a whole has three principal levels at which campaigns can be carried out: the local, national and international levels. Let us look then at what can be done at the different levels of campaigning:

Local level

- mobilizing members;
- mobilizing the unorganized and marginal workforce;
- lobbying local authorities over enforcement and educational reforms;

National level

- mobilizing members to eliminate child labour abuses;
- pressing for action on education, training and apprenticeship;
- pressing for economic reform and poverty alleviation;
- lobbying for legislative and enforcement measures;
- supporting implementation of international standards.

International level

- organizing industry and sector campaigns;
- undertaking global campaigns in support of ILO Conventions;
- lobbying for negotiated codes of conduct and for links between trade and labour standards

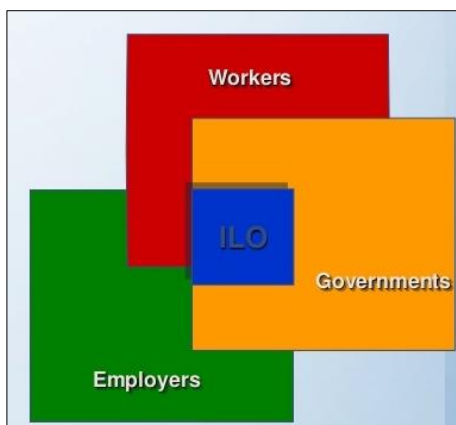
Let us now look at the different types of actions that can be taken at different levels and where unions can be most effective.

Areas of trade union action - tripartism and child labour

Tripartism refers to the special relationship of the social partners in the ILO, where workers, employers and governments contribute to the setting of workplace standards and the protection of workers' rights worldwide. Tripartism is central not only to social stability, but also to sustained growth and development, and in this perspective the child labour issue must be given special attention. Using ILO Conventions and Recommendations to further union needs and policies is one tool among others, which can encourage tripartism and influence national laws.

To achieve their aims, trade unions need to work with the other social partners in democratic structures. Through these tripartite structures, at industry and national level – and of course at the international level, through the ILO, trade unions can promote their own policies and plans on child labour and, more importantly, influence the policies and plans of government and employers. Convention No. 138 on Minimum Age and Convention No. 182 on the Worst Forms of Child Labour are concrete examples of how successful tripartite cooperation can be in the fight against child labour.

In addition, trade unions do not only have the tripartite structures where they can channel their efforts, but trade unions may be able to collaborate with other groups and agencies in order to translate their policies into effective action against child labour.



Working with employers

Child labour is also a problem for some employers. Employers do not want to see unfair advantage gained by the use of child labour. Those who do not use child labour are undercut on price by those using child labour. Employers have an interest in stopping this unfair competition by cooperating in the struggle against child labour. Trade unions have a common interest with such employers in establishing minimum labour standards at national and international level, including strong laws against child labour.

Trade unions should approach employers' organizations to see if employers will join with workers to take action against child labour. At the national level, employers and trade unions can work together for the ratification of Conventions, to prevent the exploitation of working children and to remove children in abusive working situations.

Meeting with employers and establishing common priority areas on child labour that need to be addressed is a good method to create dialogue with employers. A properly set out work plan will allow each party to focus on their strength as well as collaborating where needed to ensure goals are met. This can also serve as an avenue to initiate dialogue on other matters that the union may want to discuss with employers such as OSH.

A proposed work plan for actions with employers is highlighted below;

CHILD LABOUR ACTION PLAN: WORKING WITH EMPLOYERS			
In what areas can unions cooperate with employers?	Who should be responsible for it?	What is the timetable?	What preparations need to be done before approaching employers?

A good example of the recognition by employers for the need to work together is highlighted below:

The General Council of International Organisation of Employers resolves this 3rd day of June 1996 to call on employers and their organizations to:

- Raise awareness of the human cost of child labour as well as its negative economic and social consequences.
- Put an immediate end to slave-like, bonded and dangerous forms of child labour while developing formal policies with a view to its eventual elimination in all sectors.
- Translate child labour policies into action plans at the international, national, industry and enterprise levels.
- Implement the plans, taking care to ensure that the situation of the children and their families is improved as a result.
- Support activities targeted at working children and their families, such as the establishment of day care centres, schools and training facilities, including training of teachers, and initiate such activities wherever possible.
- Encourage and work with local and national government authorities to develop and implement effective policies designed to eliminate child labour.
- Promote access to basic education and primary health care, which are crucial to the success of any effort to eliminate child labour.

Working with Governments through labour inspectors

Government agencies have crucial roles to play in eliminating child labour. One government agency which should be targeted by trade unions is the labour inspectorate. In those countries with national law concerning child labour, there is almost certainly a labour inspectorate responsible for its enforcement. In Fiji, this is through the MEPIR's Child Labour Unit and Labour Inspectors. These inspectors have the authority to investigate reported cases of child labour and to take necessary actions.

Labour inspectors can never completely ensure full compliance with labour standards, whereas workplace trade union representatives with skills and knowledge to tackle the contravention of worker rights are able to deal with these matters as necessary.

Unions can also stress for governments to ensure that labour inspectors are adequately trained to enforce laws. Where there are no inspectors, unions can push for these posts to be established and also campaign for governments to devote adequate budgetary resources to labour inspectorates in line with ILO Convention No. 81 on Labour Inspection. Trade unions should also press for tripartite supervision of labour inspectorates.

Labour standards and inspectors

There are two important International Labour Conventions concerning labour inspectors:

- Labour Inspection Convention No. 81 (1947) deals with industry and commerce.
- Labour Inspection in Agriculture Convention No. 129 (1969) deals with all agricultural enterprises.

Labour Inspection Convention No. 81 lays down standards for cooperation between inspectors and workers. Although it does not explicitly refer to child labour, it applies to all labour inspectorates. Article 5 of the Convention states:

“The competent authority shall make appropriate arrangements to promote... Collaboration between officials of the labour inspectorate and employers and workers or their organisations.”

Trade unions

Trade unions sometimes overlook the fact that they should also strengthen cooperation between themselves. This is one of the most effective ways of both advancing the positive profile of trade unions as well as strengthening the trade union participation and contribution to the fight against child

labour. Look around your community or organisation and make a list of other unions and set up meeting to discuss possible ways in which unions can collaborate to work more efficiently as well as strengthen cooperation between agencies.

☒ **CHECKLIST: WORKING WITH LABOUR INSPECTORS**

- ☐ Find out if your Government has ratified Conventions No. 81 and No. 129.
- ☐ Check what national law says about inspectorates and cooperation with workers' organizations.
- ☐ Identify the inspectorate(s) which deals with child labour.
- ☐ Check if there has been any ILO training for the inspectorate.
- ☐ Get copies of any guidance issued to the inspectors.
- ☐ Approach the inspectorate for a meeting on how to collaborate on the elimination of child labour.
- ☐ Put all communications in writing. Keep copies yourself. Send copies to your union's office bearer who deals with child labour and your national federation's child labour coordinator.
- ☐ When writing to an inspector with a complaint, give as much information as you can. Quote the legal provisions in detail.
- ☐ Give the inspector a reasonable time to act, then send a reminder.
- ☐ If the inspector ignores your complaint, you can write to the headquarters. Send copies of the letters which you sent to the inspector, to headquarters with your complaint.
- ☐ Keep copies of all your letters. Always be polite. Give facts, not opinions.

Inspecting child labour in Fiji

Child Labour Inspection

Fiji has an established Child Labour Unit based at the Ministry of Employment, Productivity and Industrial Relations. The Child Labour Unit has a centralized database where details of all child labour cases inspected are registered and monitored. Labour Officers are trained to conduct child labour inspections to ensure that employers are compliant and also advise enterprises on how to comply with legal provisions such as the terms and conditions of employment and the minimum rate of pay for a particular industry. Monitoring items such as the wages register are also checked during inspection.

Young Workers

Where children can be employed (above 15 years of age) Labour Officers ensure that employers are adhering to the conditions of employment for young people as stipulated in the Employment Relations Promulgation 2007. These include ensuring the child is not working for more than 8 hours and is paid the proper wages. Labour Officers also discuss working conditions with the children and ensure that they are aware of their rights, for instance their right to join trade unions. Particular attention is given to hazardous work conditions where children must not be employed under any circumstance.

Compliance and Investigations

Once risk factors are identified, Labour Officers conduct follow up visitations to ensure that the employer has made the recommended changes. Labour Officers also engage in special visitations where a complaint has been lodged that a child is being employed. Labour Officers are required to attend to these complaints within 48 hours of this being lodged and in some instances, within 24 hours of the complaint being lodged.

Members of the public can report situations of child labour or suspected child labour to any Labour Office, or to any member of the district inter-agency committees for children- including Labour Officers, Social Welfare Officers, Education Officers, Police, NGOs, and other agencies.

Collective bargaining

One of the core strengths for Trade Unions is the ability to engage in collective bargaining. This is never more so required when dealing with the issue of child labour. In sectors where there is a uniformed and active trade union presence, there is less child labour to be found.

Collective bargaining is a traditional tool of the trade union movement, and the unique way that trade unions have of relating to employers. In this respect, no other organization or group can substitute for the trade union.

Normally, governments are not directly involved in collective bargaining except when the government is the employer. In some national systems, governments have a role to play where collective agreements have to be approved by or registered with the authorities.

Otherwise, government's main role is to provide the legal framework in which collective bargaining takes place. Ideally this framework should be based on the standards laid down in ILO Convention number 98 on the Right to Organise and Collective Bargaining, 1949. Collective bargaining has served the trade union movement well in improving wages and working conditions. It has proven effective in influencing what occurs in the workplace. Hence, collective bargaining must be seen as one of the main trade union strategies to combat child labour.

Unions have always tried to expand the scope of collective bargaining. Therefore, unions will raise issues beyond pay and hours of work and attempt to "broaden the agenda" to include questions of safety and health, pensions, redundancy or even cooperation in the running of the enterprise. Collective bargaining can take place at a number of levels within a country.

Globalization has created a situation where multinational companies exert enormous power over both governments and markets. In some sectors, multinational companies now use very complex subcontracting

arrangements to supply their products. In response, trade unions are now seeking negotiation at the international level.

To undertake collective bargaining about child labour should not be difficult for trade unions because it does not call for different methods of negotiation. But before taking a closer look at negotiating on areas directly related to the working child, let us first look at some more “traditional” areas. There are “traditional” demands which, if negotiated, would have a positive and long-term effect on child labour. Examples of such an approach may include the following strategies:

- by promoting a living wage, trade unions will reduce the dependence of poor families on income earned by their children;
- by bargaining to abolish the piece-rate or task system and replace it with an hourly or daily wage system, trade unions would remove the reason for needing the extra hands of children.

Let us now look at collective bargaining which specifically deals with child labour. Unions first need to consider what their objective is of negotiating with the employer on child labour specific agreements. The list of considerations which follows may assist you in your preparations:

- Do you want to negotiate a separate agreement on child labour? Or include the issue in a general agreement? It could be that, if your collective agreement normally lasts for a number of years, you may want to conclude a special agreement on child labour, rather than wait for the next opportunity to revise the general agreement.
- Do you want to negotiate with the employer to agree on joint policy statements? Or a public commitment to the elimination of child labour?
- Do you want to negotiate and agree on a joint plan of action with the employer? Do you want to negotiate direct support for children removed from work and their families?
- Remember, the standards in the collective agreement should be no worse than those in ILO Convention No. 138 or No. 182. If these have

not been ratified, collective agreements should be at least as good as existing national law.

- National centres may want to consider the desirability of adopting a standard *Child Labour Clause*, which all affiliates are requested to try to negotiate. Or national unions could develop a model agreement which negotiating officers at local level, branches or units can use.

What should be in an agreement on child labour issues

The child labour issues to be negotiated would depend on the level at which collective bargaining takes place and the nature of the employment situation. Some possibilities might include:

Direct employment

Unions can push for agreements that the enterprise would not employ any child below the minimum age set in national legislation, or the relevant ILO standard.

Indirect employment (i.e. suppliers, subcontractors)

Unions can ensure that employers will insert a clause in contracts with its suppliers or subcontractors that they will not use child labour. Remember, this type of agreement must include a monitoring system because the union will not necessarily have members in the suppliers and subcontractors who would be able to play a watchdog function.

Monitoring – trade union involvement

The union should seek formal agreement about monitoring any clauses in an agreement concerning child labour. It has been difficult to get agreement on comprehensive solutions to the question of monitoring.

Sponsorship of schools

Trade unions can negotiate for the employer to support or provide schooling for workers' children, where children get roped into working and especially in cases where public schools are not available or accessible. In other

situations, negotiation could be for the provision of non-formal education for former child workers.

Rehabilitation

Agreement could be reached with employers to sponsor rehabilitation schemes for child labourers who have been taken out of work. Schemes could include ensuring the re-integration of the child into school or into vocational training or apprenticeship programmes. This agreement might also include creating employment for their parents or assisting the families through micro-credit schemes.

☒ CHECKLIST FOR ENGAGING IN COLLECTIVE BARGAINING WITH EMPLOYERS

- ☐ Are there proper procedures to be followed for hiring young workers?
- ☐ Is there a child labour agreement in place with the employer?
- ☐ Is there a code of conduct existing for staff?
- ☐ Is there a child labour clause in place for supplier contracts?
- ☐ Are trade union reps/members directly involved in monitoring child labour policies and contracts for the workplace?
- ☐ Is there a just wage for adult workers?
- ☐ Are there awareness programmes in place for community work?
- ☐ Does the company/business engage in corporate social responsibility within the community?

Awareness-raising, mobilization and campaigning

Awareness-raising and mobilization are important tools for the prevention and elimination of child labour. Much of the ILO's work in the last decade has been raising awareness of the issue. Many trade unions when getting involved with child labour issues for the first time, have started by making their own members more aware of the problem. Child labour must become unacceptable to public opinion at all levels in society. Publicity and other material are available from the ILO, and may also be available from your national centre.

Trade unions can organize several kinds of campaigns. Campaigns can target:

- ✓ Information and awareness raising of workers and the public on child labour issues.
- ✓ Implementation of trade union policies.
- ✓ Ratification and implementation of Conventions.
- ✓ Review of national policies and legislation on child labour, and enforcement.
- ✓ Improvement of education policies and access to education, as well as support for non-formal education and vocational training programmes.
- ✓ Economic reform and poverty alleviation.
- ✓ Elimination of child labour in a wide range of industries.
- ✓ Taking part in education and awareness-raising programmes and educating their members and their employers (firms) on the damaging effects of the use of child labour underscores the commitment of trade unions to the needs of the marginalized sections in society.



FTU child labour workshop

The checklist below provides a guide on how a campaign can be organized.

ORGANIZING A CAMPAIGN CHECKLIST

As you can see from the list provided above there are many types of campaigns which the trade union movement can carry out. It is important to remember that a campaign is not one single event or activity. It is composed of several activities and tasks. Should you decide to run a campaign, you will have to consider how best to organize the campaign.

The form the campaign takes will depend on your objectives and the resources available to you and the team responsible for the campaign. Therefore, you will need to take certain decisions and make a plan concerning the areas:

- ☐ Determine what the objectives of the campaign are.
- ☐ Determine who the campaign will target (you may have more than one target group).
- ☐ Determine how best to spread the message. Explore what means, materials and methods would be most appropriate to achieve this.
- ☐ Decide who will be responsible for the coordination.
- ☐ Decide how many persons will be needed for implementation of the campaign activities (human resources).
- ☐ Make a budget and ensure that the money is available (financial resources).
- ☐ Decide how best to use the mass media (radio, TV, newspapers) and social media (facebook, twitter, instagram, etc.) to publicize the campaign and to achieve your objective.
- ☐ As you find solutions for each of the above areas, also ask yourself: is this approach sustainable over the long term?
- ☐ In other words, can the union afford to use the people and resources in this way over a long period. A sustainable campaign is one of the keys to success.
- ☐ Draw up a work plan of what has to be done, by whom and in what sequence and the timing of each activity.

Examples of trade union action against child labour in the informal sector include:

The All India Trade Union Congress (AITUC)

The AITUC held a workshop to sensitize trade union members in Andhra Pradesh, in southern India. During the workshop, they visited a slate mine, where child labour was rife. They took photographs, and interviewed the children. The AITUC held a press conference and achieved good coverage. The mines were closed, the local administration provided loans to the parents of the children, who were admitted into local schools.

Community Based Skills Training in Brazil

The Solidarity Center worked with a local metalworkers union to establish the first union-led program to eradicate child labor among marginalized Afro-Brazilian youth, using an educational enrichment and skills development curriculum that helps young people build the skills and knowledge to secure decent work as adults. Since creating the program in a São Paulo suburb in 1999, the Brazilian trade union movement has expanded it to reach Afro-Brazilian youth in northeast Brazil. In São Paulo, the program now operates a cooperative enterprise that provides steady employment to the mothers of program participants.

Protecting the Rights of Informal Workers in Zimbabwe

Despite the country's economic devastation, the trade union movement established a creative solution for maintaining a connection to workers who moved from the formal economy into informal jobs. The creation of the Zimbabwe Chamber of Informal Economy Associations (ZCIEA) has enabled approximately 2 million to remain linked to the labour movement. Among its many accomplishments, ZCIEA has supported its members in developing community safety nets for the orphaned children of informal economy workers. These programs have kept some of the most vulnerable children off the streets and in schools.

Action against child labour through education

Providing education is an effective way to stop most forms of child labour. In addition to making schools available, primary education must be compulsory and an effective system to monitor and enforce school attendance must be put in place. Trade unions can work with teachers' organizations to promote quality, free basic education as a means of preventing child labour. When trade unions have included education in some form in their programmes of action, it has not been to take over government responsibilities, but to demonstrate that it is possible to provide education and improve quality education.

There are issues related to child labour and education that are also of strategic value to trade unions:

- Educated children mean educated future workers – important in promoting human/labour/trade union rights and economic development.
- Supporting policies aimed at eradicating child labour links the trade unions in broader alliances, in lobbying and networking which in turn could highlight the role of trade unions in the struggle for human rights.
- Trade unions provide an important service to their members by demanding education for all children and the elimination of child labour in the collective bargaining processes with both the employers and the government.
- Taking part in education and awareness-raising programmes and educating their members and their employers on the damaging effects of the use of child labour underscores the commitment of trade unions to the needs of the marginalized sections in society.

Working with teachers and teachers' unions

Working with teachers is one of the best ways to ensure that children are attending school and not missing classes due to other activities such as work. In some countries there are enforcement authorities, with names such as School Attendance Officers; the exact title may differ from country to country.

Some countries may not have officers to enforce school attendance. This does not mean that enforcement is impossible: teachers can also monitor school enrolment, attendance and dropout rates. They have a close relationship with children, knowledge of their daily lives, of their families, homes and communities. They also will know when activities such as harvesting affect attendance. So teachers can play a very important role in the promotion and enforcement of school attendance, as well as the detection of work which deprives the child of schooling.

Teachers will become aware of children “dropping out” of school in order to work, or children who are persistently absent or late, or too tired to study properly because of work.

This can be reported through the teachers’ union or to the school attendance authorities or labour inspectors concerned with child labour. It is important to strengthen the link between the school attendance authorities and the teachers. Just as trade unions can monitor the workplace, teachers’ trade unions can be “watchdogs” at school.

Teachers’ unions can also organize awareness raising about child labour among teachers, parents, children and the community. They can advocate the importance of free, universal, good quality education for all children, up to a minimum school leaving age as education is one of the most effective tools in the prevention of child labour.

School based monitoring systems

While school attendance may be monitored routinely, there are different actions to be taken when a pattern of non-attendance begins to emerge or if attendance stops completely. It is important for educators to consider what additional information they need and what actions are required to help them meet attendance and retention targets.

At the local level, it is important to collect data from schools and have direct access to information from individual schools through teachers' participation. The most relevant information is school attendance that must be up to date and accurate. Information about enrolment, dropout and completion rates can also be collected at various intervals. It is the sharing of information about work and schooling that allows community members or local authorities to take action.

There are two different approaches to monitoring in schools:

1. The school is monitored externally usually through school inspectors and teachers cooperate and provide information for the exercise; and
2. Schools are active participants, indeed the driving force, in the monitoring process. Teachers are usually among the most knowledgeable about the whereabouts of children and their family conditions and they can play a valuable part in the monitoring and follow-up process and act as community monitors themselves. This is often referred to as school based monitoring where the school is used as a starting place for collecting information and is complimented by work place information.



FTU child labour workshop 2015

Teachers are generally involved in the initial stages of the child labour monitoring and referral system. Teachers are ideally placed to identify students who are at risk or currently in child labour and are able to refer these to the Child Labour Unit, to Labour Inspectors, Police Officers, Education and Social Welfare Officers.

These cases will then be assessed and targeted for withdrawal or prevention. Ideally, teachers are also updated on progress for the cases that they have reported on.

The role of the teacher after the reporting process becomes one of providing support to the student and encouraging them to stay in school.

☒ **SIMPLE CHECKLIST FOR TEACHERS ON CHILD LABOUR**

- ☐ Is the child absent regularly from school?
- ☐ Is the child regularly late to school?
- ☐ Is the child always tired during class?
- ☐ Is the child able to complete his/her homework assignments?
- ☐ Have you seen the child engaged in any other activity after school?
- ☐ Have other children indicated that the child does some sort of work when not attending school?
- ☐ Is the child absent from school during harvesting season? (e.g. during cane harvesting season)



Images courtesy of the Fiji Times

School based child labour monitoring includes:

- **Identification and assessment:** Girls and boys at work or in transit to work are identified. A team of child labour monitors who have been trained in monitoring techniques conduct the monitoring.
- **Referral:** If children are found, identified as child labourers and assessed to be at serious risk, they are removed and referred to services corresponding to their needs via a network of service providers and agreed procedures.
- **Protection and prevention:** The workplace is checked to see what types of work related hazards exist and to which child labourers may be exposed, using a common set of tools.
- **Immediate data management and analysis:** After the monitoring visit information is recorded and reported upon for appropriate action.

If teachers find children in instances of child labour or children who are at risk, these cases can be reported to the MEPIR or MoE which will then take the case further. A summary of the referral and withdrawal process followed by the MEPIR's Child Labour Unit is given below.

Referring and monitoring child labour in Fiji

Teachers can report child labour or suspected child labour cases to the Child Labour Unit or any offices of the Ministry of Employment, Productivity and Industrial Relations, around the country. When a reported child labour case is received from the public, the general process undertaken by the Child Labour Unit or Labour Officers involve:

- a) Gathering information, usually by interviewing the child, to identify the type of child labour activity, the employer, the hours or work, payment and other working conditions. Other information that is also important is the reasons why the child is working and what the child wants to do, for example whether to go back to formal education, vocational training or skills training.
- b) Visiting the family to advise them of the harmful effects to the child's health and wellbeing that he/she will face as a result of engaging in child labour activities at a young age. The visit also serves as an evaluation to gauge whether the home environment is fit for the child to live in and whether he/she is being pressured by the family to engage in child labour activities to support the family.
- c) Arranging education or training options for the child depending on the child's interests and education level. Consultations are held with relevant government departments to assist the child and schools are advised of the child's background. A schedule can then be developed with the school/institution where the child will be enrolled to report on the child's regular progress.

It is important to note that children who are put back into the education system will not have attended school for a long period of time. In some instances they may have been out of school for 2 – 3 years. They will require additional time and remedial classes to adjust to the school curriculum and activities and may also require counselling to ensure that they re-adapt to the school environment successfully.

Including child labour in Occupational Safety and Health (OSH)

When discussing Occupational Safety and Health (OSH) it is important to discuss the situation of young workers, who are permitted by national legislation to work in your industry/workplace. Young workers may be at particular risk in the workplace because they lack experience and trained judgment. Below is a list of some areas that must be taken into consideration when discussing the protection of young workers.

- ✓ Young people should not be required to undertake tasks where their lack of experience may put their own or other people's health and safety at risk. Such tasks should be clearly identified in the safety policy.
- ✓ Particular care should be taken when placing young persons in work involving the use of dangerous machinery or harmful substances. Young people are often more susceptible to health damage from exposure to toxic substances - although harmful effects may not appear until later in life.
- ✓ There must be proper arrangements for supervision. Work operations requiring constant supervision should be clearly identified - this may mean recruitment of more supervisors.
- ✓ Supervisors and first-line management should always be adequately trained in understanding the risks and control measures connected with the work young people are required to do.
- ✓ Every young worker should be given adequate health and safety induction training to explain the hazards of the job and precautions to be observed. Induction training should emphasize not only the young person's duty to cooperate, but also what they are entitled to expect from their employer and others. The union should be involved.

- ✓ Trade unions should encourage recruitment into union membership of all young people. They should also encourage them to become fully involved in issues on health and safety at work.
- ✓ Workplace hazards are not always obvious to young workers, and things which to them seem harmless fun can sometimes end in tragedy.

Protecting young workers

Young workers have a right to special protection. ILO Conventions and the laws in most countries require employers to provide a safe workplace and work that is safe for young workers. Not all employers know about or follow these laws, and the laws are not always enforced. But it is important for young workers to know what their employer should provide. Young workers also have rights under national laws to join Unions as outlined below;

Extract from the Fiji Employment Relations Promulgation, 2007

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.

Unions can protect young workers by ensuring the following;

- **Look for hazards in your workplace** – be aware of the dangers to young people in their place of work. Some may be obvious and hurt them immediately while others may be hidden and might not make them sick until later. Using knives, box cutters or slicers can cause serious cuts; lifting heavy objects can hurt their back and working alone at night puts them at risk of harassment or attack.
- **Ensure young workers know their rights** – as mentioned above there are international and national laws that protect young workers. Young

workers are not allowed to do work that is physically or psychologically dangerous. Laws limit the hours of work and times of the day that they work. They should at least receive minimum wage, be trained and provided with safety gear, be allowed to join a union, and be protected from bullying, harassment or discrimination in the workplace.

- **Ensure young workers get safety training and follow safety rules** – unions can insist that young workers are trained to do the job safely without getting injured. For example training can be provided on how to lift heavy things in the right way (20-25kg is HEAVY), climb ladders safely, handle bullying, and respond in a fire!
- **Ensure that young people ask questions and get help to stay safe!!**

CHECKLIST FOR YOUNG WORKERS

Below are a list of items that unions can check to ensure that young workers are safe at their workplace;

- ☐ Do they use knives, machetes, or cutting tools?
- ☐ Do they work in a very hot (or cold) place or with hot materials?
- ☐ Do they climb up trees, ladders or scaffolding?
- ☐ Do they lift heavy objects?
- ☐ Do they clean or work with machines or power tools?
- ☐ Do they breathe fumes from paints, cleaners, gasoline or pesticides?
- ☐ Do they work around large machines?
- ☐ Do they pick crops or toil land for long periods?
- ☐ Do they work at a high rate of speed or do the same movement over and over?
- ☐ Do they ever get abuse or improper suggestions from customers or management?
- ☐ Do they usually work alone for long periods or at night?

If the answer to any of these questions is yes, then they may be involved in hazardous work. Children below the age of 18 are not allowed to be employed in hazardous activities (please see list of hazardous work in Fiji on page 21). Anyone 18 years and above working in these situations must be trained and have protective equipment provided by their employer.

Contact Lists

Trade Union contact details in Fiji:

Agency Name	Address	Phone/Hotline/Email
Air Traffic Management Association of Fiji (ATMAF) <i>Pres: Pauga Kini</i> <i>Sec: Makiti Raratabu</i>	P O Box 11281, Nadi Airport	E: makitir@afl.com.fj
Association of University of the South Pacific Staff (AUSPS) <i>Pres: Govinda Lingam</i> <i>Sec: Krishna Raghuwaiya</i>	PO Box U49 USP Laucala Campus SUVA	P: 323 1000 E: krishna.raghuwaiya@usp.ac.fj
Colonial Insurance Agents Association (CIAA) <i>Pres: Vijay Sharma (9975925)</i> <i>Sec: Paras R Sukul (9974531)</i>	PO Box 12018 SUVA	P: 997 4531 E: paras_sukul@yahoo.com
Communications, Mining, General Workers Union (CMGWU) <i>Pres: Uday Raju</i> <i>Sec: Mark Albert (Assistant)</i>	P O BOX 12777 General Post Office Suva	P: 3540028 E: Uday.Raju@tfl.com.fj
Construction Energy & Timber Workers Union of Fiji (CETWUF) <i>Pres: Leone Saketa</i> <i>Sec: John Paul (9996353)</i>	155 Vitogo Parade Lautoka	P: 666 6353 F: 666 1929 E: cetwuf@connect.com.fj or alexanders@connect.com.fj
Federated Airline Staff Association (FASA) <i>Pres: Michael Tafunai</i> <i>Sec: Vilikesa Naulumatua</i>	PO Box 9259 Nadi Airport	P: 6722877/ 9994745 F: 672 0068 E: fasa@connect.com.fj or vilikesa@ats.com.fj
Fiji Electricity Workers Association (FEWA) <i>Pres: N/A</i> <i>Sec: Hira Nand Shandil (9908616)</i>	54 Naviti Street Lautoka	P: 665 1552 F: 665 2282 E: HNShandil@fea.com.fj
Fiji Local Government Officers Association (FLGOA) <i>Pres: Rouhit Singh (9246534)</i> <i>Sec: Shalend Singh</i>	C/- Lautoka City Council 169 Vitogo Parade, Lautoka	P: 666 0433 F: 666 3288 E: rouhit2003@yahoo.com or shalendsingh75@yahoo.com

Fiji Maritime Workers Association (FMWA) <i>Pres: Inoke Ratotodro</i> <i>Sec: Tomasi Kete</i>	Suite 1 Yatu Lau Arcade, Rodwell Road, Suva	P: 357 7607 E: fijimwa@yahoo.com
Fiji Public Service Association (FPSA) <i>Pres: Judith Kotobalavu</i> <i>Sec: Rajeshwar Singh</i>	298 Waimanu Road Suva	P: 331 1922 F: 330 1099 E: fpsags@connect.com.fj
Fiji Sugar Clerks & Supervisors Association (FSC&SA) <i>Pres: Sunil Chand</i> <i>Sec: Sulueti Volau</i>	PO Box 4407 Lautoka	P: 666 0800 F: 667 0505 E: sunilc@fsc.com.fj or suluativ@fsc.com.fj
Fiji Sugar & General Workers Union (FS&GWU) <i>Pres: Nasoni</i> <i>Sec: Felix Anthony</i>	16 Walu Street (Reddy Diamond Hardware Bld.)	P: 666 0746 F: 666 4888 E: fsgwu@connect.com.fj
Fiji Sugar Tradesmen's Union (FSTU) <i>Pres: Akuila Matai</i> <i>Sec: Sailesh Kant (949 8264)</i>	C/- FSC Compound Mill View Road, Ltk.	P: 666 3070 F: 666 1479 E: melikir@fsc.com.fj
Fiji Teachers Union (FTU) <i>Pres: Muniappa Gounder</i> <i>Sec: Agni Deo Singh</i>	1-3 Berry Road Suva	P: 331 4099 / 9928098 F: 330 5962 E: ftu@connect.com.fj
Fijian Affairs Board & Provincial Council Employees Association (FAB & PCEA) <i>Pres: Aisake Semisisaukawa</i> <i>Sec: Vika Lewaravu</i>	GPO Box 2100, Suva	P : 330 4200 F :330 5115 E: vikalewaravu@govnet.gov.fj
Municipal Employees Union of Fiji (MEUF) <i>Pres: N/A</i> <i>Sec: N/A</i>	6 Walu Street Marine Drive (Reddy Diamond Hardware Bldg)	P: 6660746 F: 664888 E: fsgwu@connect.com.fj
National Union of Factory and Commercial Workers (NUF&CW) <i>Pres: Elisabeta Copeland</i> <i>Sec: Latileta Gaga</i>	82 Robertson Road, SUVA	P:331 1155 / 3311150 F: 330 3021 E: irnufcw@connect.com.fj
National Union of Hospitality, Catering & Tourism Industries Employees (NUHCTIE) <i>Pres: Peni Finau</i> <i>Sec: Daniel Urai</i>	15 Sharma Street, Narewa, Nadi	P: 670 0906 F: 670 0181 E: nuhctie@connect.com.fj

National Union of Trade Union Workers (NUTUW) <i>Pres: Elizabeth Dass</i> <i>Sec: Arun Prasad (991 2886)</i>	PO Box 853, Suva	P: 331 4099 F: 330 5962 E: arun_prasad724@yahoo.com
PAFCO Employees Union (PAFCOEU) <i>Pres: Filipo Sukanatabua (8430286)</i> <i>Sec: Katarina Silau (Acting)</i>	PO Box 89, Levuka	P: 8430286 E: filipo_sukanatabua@yahoo.com
Staff Association of the University of Fiji (SAUF) <i>Pres: Emosi Fong</i> <i>Sec: Samu Yalayala</i>	P O Box 354, Nadi	P: 9141072 E: emosi.fong@gmail.com or syalayala@connect.com.fj
Sugar Milling Staff Officers Association (SMSOA) <i>Pres: Samuela . R</i> <i>Sec: Dhurup . K</i>	FSC, PO Box 81 Penang Mill Rakiraki	P: 669 4002 (GS) E : samuelar@fsc.com.fj or dhurupk@fsc.com.fj
Training & Productivity Authority of Fiji Staff Association (TPAFSA) <i>Pres: Mr. Rupeni Lewetuitovo</i> <i>Sec: Jonas Bradburg</i>	PO Box 6890, Nasinu	P: 666 7000 F: 334 0184 E: Rupeni.Lewetuitovo@fnu.ac.fj or Jonas.Bradburgh@fnu.ac.fj
Tropik Wood Employees & Allied Workers Union (TWE &AWU) <i>Pres: Apisai Bakabaka</i> <i>Sec: Shiu Lingam</i>	PO Box 1898 Lautoka	P: 9945161 F: 666 1561 E: fsgwu@connect.com.fj
USP Permanent Hourly Paid, Intermediate & Junior Staff Union (USP PHPI & JSU) <i>Pres: Joe Wata</i> <i>Sec: Noel Tofinga</i>	C/- USP Lautoka	P: 6666800 F: 6667133 E: wata_j@usp.ac.fj
Mineworkers Union of Vatukoula (MWUV) <i>Pres: N/A</i> <i>Sec: Sailasa Cakau (Interim)</i>	PO Box 10, Vatukoula	P: 9800178 / 9395323 / 6695011 E: saicakau@yahoo.com or kulavacolo@yahoo.com

Child Labour Unit – Ministry of Employment, Productivity and Industrial Relations (MEPIR)

Location	Address	phone
Head Office	4 th floor, Civic house	330 3500, 330 6372
Lautoka	Tavaqia House, Tavewa Ave.	666 0305
Sigatoka	Solevu Main Street	650 0977
Nadi	Koroivolu Road	670 2429
Ba	Koronubu Street	667 4732
Labasa	Ratu Raobe Building, Jaduram Street	881 1643
Savusavu	Vunilagi Building	885 0414

Ministry of Women, Children and Poverty Alleviation - Department of Social Welfare

➤ Child Helpline – 1325

Department	Address	phone
Head Office	72 Suva Street, Toorak Road, Suva	3315 585, 3304 466, 3315 931 Fax: 3305 110
Ba Office	Koronubu Street	667 4245
Lautoka Office	Ground floor, Magistrates Complex, Tavewa Ave.	666 0241
Labasa	Ground Floor, Namuka House, Hospital Road	881 1534
Nabouwalu	Nabouwalu	883 6027
Nadi	Koroivolu Road	670 0430
Nasinu		368 3395
Nausori	Ground Floor, Tailevu House	347 8361, 347 8352, 347 8366
Navua	Ro Matanitobua House, Main St.	346 0401
Rakiraki	Ground Floor, Vaileka House	669 4432

Savusavu	Main Road	885 0365
Sigatoka	Ground Floor, Magistrates Complex, Lawaqa Street	650 0127
Taveuni	Waiyevo	888 1469
Tavua	Vatia Street	668 0388

List of organizations that provide assistance to children

Agency/Organization (Description of services provided)	Contact Details
Save the Children Fiji	P: 331 3178 Head Office – 25 Pender Street, Suva
Foundation for the Education of Needy Children (FENC)	P: 310 0660 Head Office – 23 Gorrie Street, Suva
Peoples Community Network (PCN)	P: 337 3223 Head Office – Lot 26 Koroi Place, Samabula, Suva
J P Bayly Trust	P: 331 3139 Head Office – 193 Rodwell Road, Bayly House, Suva
Medical Services Pacific <i>Broad range of confidential counseling and support services for rape survivors, child protection, youth assistance, post rape care, medical support.</i>	P: 3630108 or 3548062 E: info@msp.org.fj Counseling / Support Gender/Rape Crisis/Child Protection/Youth Assistance: +679 9910894 or 5640 Hotline: (679) 9910891 or 5640 Child Help Line: Call 1325 E: help@msp.org.fj Post Rape Care / Support for Miscarriage Care E: counsellor@msp.org.fj

	Medical Inquiries or Bookings E: doctor@msp.org.fj / timaleti.james@msp.org.fj Other Sensitive/Confidential Inquiries - E: jen@msp.org.fj
House of Sarah <i>Counselling centre in Suva to help women on all personal matters in a safe and confidential environment.</i>	P: 3100665 Des Voeux Rd, Suva Fiji
Empower Pacific <i>Empower Pacific helps communities reach their potential by connecting partners such as government to people in the region. Programs offered by Empower Pacific include:</i> • Professional Counseling • Social Work • Employee Assistance • Targeted interventions to reduce gender-based violence • Specialized counseling and voluntary HIV testing • Prison Program • Rural Credit Scheme • Capacity Development • Training • Research <i>Free, confidential and professional services above are offered to anyone – regardless of age, race, gender, religion, sexual orientation, background, income, health, status or disability.</i>	Lautoka Head Office 2nd Floor Meghji Arjun Building, 157 Vitogo Parade, Lautoka P: +679 665 0482 / +679 666 3307 E: headoffice@empowerpacific.com Lautoka Branch Old Hospital Road, Lautoka P: +679 625 4226 Nadi Branch Nadi Hospital, Old Hospital Road P: +679 623 3934 Suva Branch CWM Hospital (next to the Diabetic Clinic on Waimanu Road), Suva P: +679 310 0191 Labasa Branch Civic Investment Building, Rosawa St, Labasa P: +679 881 3111
Homes of Hope Fiji <i>Shelter for women and children leaving violent relationships</i>	P: 332 2033

Other support services

Organization	Location	Contact
Salvation Army		
Salvation Army Head Quarters	54 Macgregor Road, Suva	P: 3315177 / 3301752
Family Care Centre	26 Spring Street, Toorak Road, Suva	P: 3305518 / 7734003 / 8904021
Rawai Branch	Grantham Road, Suva	P: 3387438
Savusavu Branch	6 Nakama Street, Savusavu	P: 8853215
Lautoka Waiyavi Branch	38 Sukanaivalu Road Lautoka	P: 6645471
Legal Services		
Family Court Suva	Government Building, Suva	P: 3211834
Family Court Nasinu		P: 3390466
Family Court Nausori		P: 3340006
Family Court Lautoka		P: 6660016
Family Court Labasa		P: 8836022
OTHER		
Fiji Council of Social Services (FCOSS) <i>Focused on training and expertise FCOSS helps communities that face poverty improve their lives.</i>	256 Waimanu Road, P.O. Box 13476, Suva, Fiji Islands	P: (679) 3312649 / 3315412 F: (679) 3302936 E: execdirector@fcoss.org.fj

Appendix: ILO resources used to produce this booklet

1. **A Proactive Union Strategy to Eliminate Child Labor.** Solidarity Centre Published Paper.
2. **Child Labour and Education for All** “A resource Guide for trade unions and a call against Child Labour and for Education for All”. Education International, 2013.
3. **Child labour and education: progress, challenges and future directions.** International Labour Office, International Programme on the Elimination of Child Labour (IPEC) - Geneva: ILO, 2015.
4. **Child labour and education policy: a training manual.** International Labour Office. - Geneva: ILO, 2008
5. **Child labour "in a nutshell"** *A Resource for Pacific Island Countries.* International Labour Office, International Programme on the Elimination of Child Labour (IPEC) – Geneva: ILO, 2014.
6. **Commercial Sexual Exploitation and Trafficking of Children in a Nutshell** – *A Resource for Pacific Island Countries.* International Labour Office, International Programme on the Elimination of Child Labour (IPEC) – Geneva: ILO, 2014.
7. **Globalisation and the Labour Movement: Challenges and Responses.** Ronaldo Munck, 2008.
8. **Guidelines for Developing Child Labour Monitoring Processes.** International Labour Organization. 2005.
9. **Marking progress against child labour - Global estimates and trends 2000-2012.** International Labour Office, International Programme on the Elimination of Child Labour (IPEC) - Geneva: ILO, 2013.
10. **My Guide to Safe Work for Young People in the Pacific.** International Labour Organization, ILO Office for Pacific Island Countries, 2015.
11. **"Trade Unions and Child Labour" booklet series.** ILO/ACTRAV. 2000

Notes

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Fiji Trades Union Congress
32 Des Vouex Road, Suva
PO Box 1418, Suva, Fiji
tel: +679 331 5377
fax: +679 330 0306
email: ftuc1@connect.com.fj
www.ftuc.org

ILO Office for Pacific Island Countries
FNPF Place, 8th Floor, Victoria Parade
PO Box 14500, Suva, Fiji
tel: +679 331 3866
fax: +679 330 0248
email: suva@ilo.org
www.ilo.org/suva