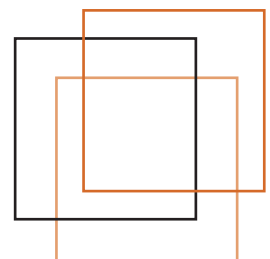




International
Labour
Organization



Combating child labour in Myanmar
A course for Employers' Organizations
Hand-outs and Resources



Combating child labour in Myanmar
A course for Employers' Organizations

Hand-outs and Resources

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KEY:

RESOURCE



KEY MESSAGE



EXERCISE



HANDOUT



Q&A



Session 1:

Defining & Understanding Child Labour



Handout to accompany slide

What Types of Work are Children Doing around the World?

Millions of children around the world are performing work that is hazardous, abusive and exploitative:

- ▶ In industry, doing dangerous work such as glassmaking, construction and carpet weaving;
- ▶ In agriculture, working on smallholder, family or large industrial farms or plantations, performing heavy work, exposed to hazards of modern machinery and agro-chemicals;
- ▶ In aquaculture and fishing, where serious dangers include drowning as well as non-fatal accidents;
- ▶ At home, looking after younger siblings, helping on the family farm or working in the family business, prevented from attending school;
- ▶ In conditions of slavery or bonded labour;
- ▶ In illicit activities or child prostitution;
- ▶ In the services sector, including informal work in hotels and restaurants, street selling, car repair shops and in transport; and
- ▶ In domestic service, carrying out arduous work, sometimes subject to physical or sexual abuse, working excessively long hours





Handout to accompany slide

What is Hazardous Child Labour?

Hazardous child labour is work that is performed by children in dangerous and unhealthy conditions that can lead to a child being killed, injured or made ill. Girls and boys in this type of employment can experience work-related ill-health, including psycho-social problems, which can result in permanent disability, impairment or illness later in life, which in turn can impede them from accessing decent work opportunities as adults. Hazardous child labour represents the largest category of children working in the WFCL, and occurs in sectors as diverse as agriculture, mining, construction, manufacturing, the service industries and domestic work. Policies and programmes to address hazardous child labour should therefore be pursued as a matter of priority.

ILO Recommendation 190 on the Worst Forms of Child Labour provides guidance on determining the types of work that can be considered hazardous for children:

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





Handout to accompany slides

ILO Standards and Other International Instruments

The following list presents international standards relevant to child labour and its worst forms:

ILO Declarations

- ▶ ILO Declaration on Fundamental Principles and Rights at Work, 1998
- ▶ ILO Declaration on Social Justice for a Fair Globalisation, 2008

ILO Conventions and Recommendations

- ▶ ILO Convention 138 on the Minimum Age for Employment, 1973
- ▶ ILO Recommendation 146 on the Minimum Age for Employment, 1973
- ▶ ILO Convention 182 on the Worst Forms of Child Labour, 1999
- ▶ ILO Recommendation 190 on the Worst Forms of Child Labour, 1999
- ▶ ILO Convention 189 on Decent Work for Domestic Workers, 2011

UN Conventions

- ▶ UN Convention on the Rights of the Child, 1989
- ▶ Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict
- ▶ Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography
- ▶ UN Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, 2000





Exercise 2: Practical Steps for Employers to Enhance Legal Compliance and Prevent Child Labour

- Time:** 30 minutes
- Materials:** Flipchart, markers
- Exercise:** Divide into small groups, and nominate a note-taker and presenter. Discuss the question you are given. When you are finished, report back to the group in plenary.
- Question:** What steps can employers and businesses take to prevent child labour in the workplace and economy? Make a list of priority employer actions to contribute to the fight against child labour. You may wish to divide your list according to actions that are taken (1) at the workplace, (2) in the community and (3) across an industry

Session 2:

Understanding Global & National Estimates of Child Labour



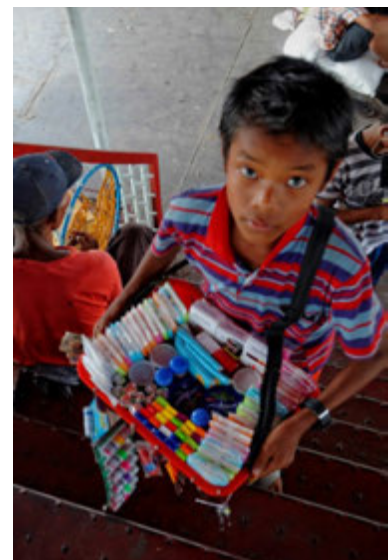
Handout to accompany slides

Regional Distribution of Child Labour (2016)

Region	Child Labour ('000)	Hazardous Work ('000)
World	151,622	72,525
Africa	72,113	31,538
Arab States	1,162	616
Asia and the Pacific	62,077	28,469
Americas	10,735	6,553
Europe and Central Asia	5,534	5,349

Child Labour and Gender (2016)

Sex	Child Labour ('000)	Hazardous Work ('000)
Boys	87,521	44,774
Girls	64,100	27,751
Total	151,621	72,525





Handout to accompany slides

Results of the Labour Force Survey in Myanmar

Child Labour and Hazardous Child Labour Estimate in Myanmar

Description	2015 LFS			2017 LFS		
	Total	Male	Female	Total	Male	Female
Child population (5-17 years)	12,146,463	6,010,459	6,136,004	12,410,000	6,157,000	6,253,000
Working child	1,278,909	676,208	602,701	805,000	448,000	357,000
Child labour	1,125,661	601,471	524,190	623,000	350,000	273,000
Hazardous child labour	616,815	337,318	279,498	608,000	343,000	265,000
Proportion of working children (%)	10.5	11.3	9.8	6.5	7.3	5.7
Proportion of child labour(%)	9.3	10	8.5	5	5.7	4.4
Proportion of hazardous child labour(%)	5.1	5.6	4.6	4.9	5.6	4.2

Industries of Employment for Working Children in Myanmar (2015)

Sector	%
Agriculture, forestry and fishing	60.5
Manufacturing	12
Construction	4
Trades	11.1
Other services	6.1
Other industries and occupations	6.3
Total	100

Major Occupation Groups of Working Children in Myanmar (2015)

Occupation	%
Service and sales workers	8.0
Skilled agricultural, forestry and fishery workers	50.3
Craft and related trades workers	9.5
Plant and machine operators and assemblers	2.0
Elementary occupations	29.5
Others	0.7
Total	100



Exercise 3: Mapping Risk of Child Labour in Myanmar

- Time:** 30 minutes
- Material:** Flipcharts, map of Myanmar, markers
- Exercise:** Based on the presentation and your own knowledge, discuss risks of child labour in Myanmar. Work in three small groups. Each group has a separate assignment. Nominate a note-taker and presenter. When you are done, present your findings in plenary.
- Group 1:** In Myanmar, what economic sectors and industries are vulnerable to child labour, including the Worst Forms of Child Labour and Hazardous Child Labour? Consider both the formal and informal economy, agriculture (including fishing, forestry, animal husbandry), specific commodities, primary industry such as mining and all branches of manufacturing and services. Try to be as specific as possible. Make a list. If you have time, rank the sectors you identify from the greatest to smallest level of risk in the economy.
- Group 2:** Using the map provided, discuss the specific provinces, cities, regions or other locations in Myanmar where child labour is prevalent. Identify these on the map and indicate the types of work children are doing there, including the Worst Forms of Child Labour (e.g. hazardous work, forced child labour, child trafficking, etc.) Makes sure to also consider coastal and national border areas.
- Group 3:** Based on your knowledge and the presentation, what types of work involve the largest number of children in Myanmar? Try to be as specific as possible, and keep in mind the four Worst Forms of Child Labour: slavery, including child trafficking; commercial sexual exploitation; illicit activities; and hazardous child labour. If you have time, consider where the largest concentration of child labourers can be found in the country.

MYANMAR



Session 3:

Causes & Consequences of Child Labour



Handout to accompany slides

Understanding the Causes, Vulnerability and Consequences of Child Labour

Causes of Child Labour

What are the factors that lead to children being put to work?

Poverty. The most common reason that families give for putting their children to work is that they need the extra income that a child can contribute. Although children are almost always paid less than adults, this can still be an important addition to the family budget for the very poor.

Other causes of family poverty that commonly lead to child labour are: illness or death of a parent, parents' debts or bondage to an employer, parents' unemployment, and, in agriculture, the periods between harvest.

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

Crises. When an environmental disaster occurs, such as a flood or earthquake which disrupts a family's usual means of livelihood or, alternatively, which creates opportunities for work (for example in construction) there is frequently an upsurge in child labour. War and conflicts have a similar effect.

Poor School Quality. When faced with the choice of sending their children to school or work, the short-term gain from a child's income is often more compelling than the long-term gain of a school education, especially when there are school fees or other related education costs.

Supply and Demand Factor. This refers to the availability of children to work and the availability of work for children.

Vulnerable Children

Some children are at special risk of being drawn into work or, when at work, are particularly vulnerable to abuse.

Children from Broken Families or families plagued by alcohol or drug abuse or domestic violence, including sexual abuse, can end up working on the street or in sexual services, and themselves risk drug addiction.

Child Migrants are often at higher risk, especially if they travel without their families or proper documents. This is compounded when children migrate to countries where legal protections are weak or absent. Frequently, they are not allowed to go to school, and may be afraid to use clinics or social services for fear of being reported to authorities. If they are abused, or not paid their wages they have little recourse and no one to turn to for help.

HIV-induced Child Labour: The AIDS pandemic has been particularly hard on children, leaving millions orphaned and responsible for caring for younger siblings. These children often find themselves obliged to work to survive, while others have to give up their education to care for and support sick parents or other orphaned family members.

Children with Disabilities: Where schools cannot accommodate children with physical disabilities and learning difficulties, families may send them to work instead. At work, they may lack protection and suffer abuse.

Discrimination: In some situations, girls are sent to work early, for example as live-in maids, and in others, boys are pushed into doing work that is inappropriate for their age (e.g. mining). Children who are stronger may be forced to work – known as “the healthy worker effect” rather than their siblings. Ethnicity or religious minorities may also feel pressed to allow their children to work due to lack of decent employment opportunities for the adults.

Increased Vulnerability of Children

Child labourers face the same hazards as adult workers but they are more likely to be injured and more vulnerable to physical and psychological damage. An estimated 15 million children are hurt on the job every year, seriously enough that they must stop work or school and/or seek medical care. The estimate for health incidents of any degree of severity among children aged 5 – 17 per year is 106.4 million.

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

- ▶ React differently (and less rationally) to imminent danger;
- ▶ Lack life and work experience, knowledge of risks and appropriate reactions;
- ▶ Are almost always untrained or inadequately trained;
- ▶ Are more susceptible to harm from chemicals and stressful job tasks; and
- ▶ Tire sooner and suffer lapses of attention that can result in injury.

Children may also be subjected to bullying and exploitation because they are more easily intimidated, and are regularly given work that is too difficult or dangerous for them to do.

Consequences of Child Labour

Child labour jeopardises children's health and safety, affects their physical and psycho-social development and can involve high risks of illness and injury, even death. Children's physical development can be impaired as a result of the work they do and long working hours in poor conditions. Long-term health problems due to working as a child labourer may not develop or become disabling until the child is an adult.

For the Child

- ▶ Long-term or permanent problems for the child can include:
 - o Musculoskeletal disabilities due to carrying heavy loads;
 - o Lung diseases from exposure to dusts; and
 - o Cancers and reproductive disorders due to exposure to pesticides and industrial chemicals.
 - o The effects on health of long hours, poor sanitation, stress and other factors also need to be considered.
- ▶ In suffering ill-treatment, abuse or neglect by employers, children may develop emotional scars that result in low self-esteem, lack of self-confidence, problems in social interaction and forming relationships, etc.
- ▶ Child labour can also impede children's access to education and/or skills training or result in the multiple burden of school and work.
- ▶ Child labour can thus limit children's possibilities of economic and social mobility and advancement later in life, and lead to continued poverty.
- ▶ Obstacles to education and training can conspire to keep children as child labourers and prevent them from accessing decent work when they reach the minimum age for employment.

Impact on the Family

- ▶ Child labour generally compromises a child's education because there is not sufficient time for adequate rest or study and school attendance may be interrupted by work. Child labour is associated with increased drop-out rates and poorer learning.
- ▶ There are also financial costs if a child is injured at work or if s/he contracts a long-term illness. The costs of medical treatment and caring for a permanently disabled child can put a tremendous burden on a family, which may already be struggling financially.

Impact on Society

- ▶ A country with child labour is likely to end up with an inadequately educated work force which, in turn, may result in low rates of productivity, high levels of unemployment and/or a large proportion of the labour force in low skill, low wage jobs. All of these factors hinder the country's economic growth and development.



Exercise 4: Developing Employer Policies against Child Labour

- Time:** 30 minutes
- Material:** Flipcharts, markers
- Exercise:** Work in small groups. Each group has a separate assignment. Nominate a note-taker and presenter. When you are done, present your findings in plenary.
- Group 1:** Based on the presentation and your own knowledge of the risks of child labour in your country and economic sector, discuss the main issues that need to be included in an employer policy to prevent and address child labour in the workplace. For example, consider minimum age standards, different forms of child labour, hazards at work, etc. Make a list of these issues.
- Group 2:** Based on the presentation and your own knowledge, discuss the main categories of children that are vulnerable to child labour in Myanmar. These could include the children of migrants, refugee children, orphans, children from low-income households, ethnic minorities, etc. In developing a new company policy against child labour, discuss whether you think special protection and remediation measures are needed in the policy. Make a list of these measures. Note: the answer "remove child from work" will be considered insufficient for this exercise.
- Group 3:** Developing a company policy on child labour can be a challenge, particularly when it comes to addressing hazardous work. Children who are old enough to work should be prevented from doing hazardous work. In some cases, work hazards can be removed from the workplace altogether, but in general this is not realistic. Make a list of the measures that need to be included in a company policy to address hazardous child labour effectively.
- Group 4:** For a company policy to be effective, employers need to consider several follow-up actions. These include steps to determine who the policy apply to (e.g. the scope of application), measures to ensure the policy is adhered to across the company, and an evaluation of the policy to determine whether it is effective. Make a list of company actions that serve to strengthen the policy.



Exercise 4A: Developing Workplace OSH Policies to Protect Vulnerable Workers (Alternate)

- Time:** 30 minutes
- Material:** Flipcharts, markers
- Exercise:** Work in small groups. Each group has a separate assignment. Nominate a note-taker and presenter. When you are done, present your findings in plenary.
- Group 1:** In Myanmar, young persons from the age of 14 are permitted to work legally. But such workers are often at greater risk of suffering injury or disease. Why are young workers at greater risk of suffering harm in the workplace? Based on the presentation and your own knowledge, discuss the main reasons why young workers are highly vulnerable. For example, consider work experience, training, need for supervision, knowledge of worker rights, youth psychology, hazard recognition, etc. Make a list of these issues.
- Group 2:** In developing company policies to enhance the safety of vulnerable workers, what steps would you consider? Based on the presentation and your own knowledge, discuss the main ways that an employer could protect younger workers. Make a list of these measures, which might address training, supervision, job restrictions, mentoring, etc. Note: the answer "remove child from work" will be considered insufficient for this exercise.
- Group 3:** In some cases, work hazards can be removed from the workplace altogether, but in general this is not realistic. Make a list, in order of priority, of the control measures that need to be taken under a company policy to effectively address hazardous working conditions. These measures might include substituting less hazardous materials or processes, redesigning the work process to make it safer, isolating the hazardous conditions so that employees are not exposed, adopting strict procedures for inherently hazardous work, or providing guarding or personal protective equipment. What are the pros and cons of taking these steps to make your workplace safer?
- Group 4:** For a company OSH policy to be effective, it must be followed up with actions and clear instructions. What steps would you take as an employer to ensure that your OSH policies, including special measures for young workers, are effectively implemented? How would you demonstrate management commitment? How would you communicate the policy, and involve workers in the OSH policy development and implementation? How would you measure the effectiveness of your policy? Make a list of company actions that would strengthen the OSH policy.

Session 4:

**Good Practice in Employer Engagement to Eliminate
Child Labour**



Exercise 5: Deepening Employer Engagement to Address Child Labour

- Time:** 30 minutes
- Material:** Flipcharts, markers
- Exercise:** Work in three small groups. Each group has a separate assignment. Nominate a note-taker and presenter. When you are done, present your findings in plenary.
- Group 1:** Based on the presentation and your own knowledge, discuss the steps you would need to take to convince decision-makers, shareholders or your Board of Directors that action to address child labour is both essential and urgent. List the people or groups that you need to convince and the steps that need to be taken to get the “buy-in” to take action against child labour.
- Group 2:** Based on the presentation and your own knowledge, discuss the steps you would need to take to raise awareness about a company policy or program against child labour. Make a list of the people or groups in the company that you would target and the steps you would take to ensure they understand and respect the new policy or program, including what they need to do to ensure its success. This could include simple company-wide communications, a training course or other activities.
- Group 3:** A key part of effectively addressing child labour is understanding that no single stakeholder or group can eliminate child labour on its own. It is essential for all stakeholders to work together. With this in mind, make a list of the people and partners that a company could engage (e.g., through dialogue, cooperation or partnership) to strengthen its actions. For example, this could include working with a local non-profit organisation or another expert agency to implement a training for staff. Make your list and rank the most important stakeholders employers should engage.



Exercise 6: Employer Action Planning

- Time:** 30 minutes
- Material:** Flipcharts, markers
- Exercise:** Work in small groups. Each group has a separate assignment. Nominate a note-taker and presenter. When you are done, present your findings in plenary.
- Group 1:** Companies and employers have an indispensable role to play in the fight against child labour. When they come together as an industry at the local, provincial or national level, their collective action can also make an important contribution. Discuss and make a list of the key steps that employers can take beyond their own workplace or enterprise and within their respective industries. For example, this could include policy development or action planning within an industry or trade association.
- Group 2:** Employers and enterprises are important actors at local and community levels. Outside their workplaces and in the communities in which they operate, what steps can employers take to prevent and eliminate child labour? Discuss and make a list of these steps. For example, you may wish to consider actions like community awareness campaigns or working with community groups and public authorities to strengthen child labour prevention activities.
- Group 3:** Employers are also critical stakeholders to governments in policy development and legal reform. Given your own knowledge and what you have learned in this course, discuss and identify key aspects of an employer strategy or platform for policy change to strengthen government action against child labour. For example, make a list of the government agencies that employers should target, key individuals or decision-makers to engage, key laws or policy instruments that require attention, etc. Also keep in mind the different but complementary roles that can be played by companies, their industry associations and national employer organisations.



Follow-up Exercise (Optional)

To be discussed in small groups

1. Based on what you have learned during the course, list 3 – 5 things you will do personally in your working life to address child labour (for example, tell colleagues about the course).
 - a.
 - b.
 - c.
 - d.
 - e.

2. Based on what you learned during the course, list 3 – 5 new things that your office or department should consider doing to address child labour.
 - a.
 - b.
 - c.
 - d.
 - e.
 - f.

3. Based on what you learned during the course, list 3 – 5 new things that your National Government should consider to address child labour.
 - a.
 - b.
 - c.
 - d.
 - e.

Course evaluation form

Please complete the following in relations to the content of the workshop

KEEP IT – What I liked about the course

CHANGE IT – What I did not find useful

WHAT I WILL REMEMBER – List the key learning points

ADD IT – Suggestions for improvement

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