

International
Labour
Organization



Combating child labour in Myanmar
A course for Employers' Organizations

Course Objectives

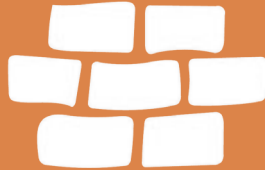
1.

To raise the awareness of employers in Myanmar about child labour and risks to business and society



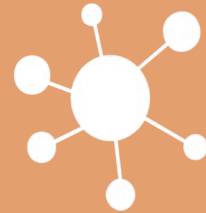
2.

To enhance the capacity of employers to address child labour in the workplace and economy



3.

To encourage a leadership role among employers to support elimination of child labour in Myanmar



Course Structure

1. Introducing the ILO
2. Session 1: Defining & Understanding Child Labour
3. Session 2: Understanding Global & National Estimates of Child Labour
4. Session 3: Causes & Consequences of Child Labour
5. Session 4: Good Practice in Employer Engagement to Eliminate Child Labour
6. Wrap-up & Course Evaluation



Exercise 1: Icebreaker – Getting to Know Each Other

1. Divide into pairs.
2. Introduce yourself (e.g. personal and professional details).
3. Identify something you have in common.
4. Take notes and be prepared to introduce your partner to the rest of the group.



Introducing the ILO: Strategic Objectives

Four strategic objectives:

- ▶ Promote and realize labour standards and the fundamental principles and rights at work
- ▶ Enhance opportunities for women and men to secure decent employment
- ▶ Strengthen coverage and effectiveness of social protection for all
- ▶ Strengthen tripartism and social dialogue.



Fundamental Principles and Rights at Work

- ▶ Freedom of association and recognition of the right to collective bargaining
- ▶ Elimination of all forms of forced and compulsory labour
- ▶ Abolition of child labour
- ▶ Elimination of discrimination in respect of employment and occupation



Child Labour and the ILO

- ▶ International Programme for the Elimination of Child Labour established in 1992
- ▶ Currently implementing projects and working with partners in 90 countries
- ▶ Global goal to eliminate child labour worldwide with emphasis on eradicating the Worst Forms of Child Labour



Employers and the ILO

- ▶ One of three tripartite constituents of ILO at global and national levels
- ▶ Employer voice in ILO standard setting, technical programmes and governance
- ▶ Role of employers in addressing child labour in economy and society



Q&A

Do you have questions/comments about:

- ▶ ILO?
- ▶ Fundamental Principles and Rights at Work?
- ▶ ILO child labour programme?
- ▶ Role of employers and business within the ILO?





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Session 1: Defining & Understanding Child Labour

What is Child Labour?

- ▶ Not all work done by children is considered child labour
- ▶ Children under 18 years of age but above the minimum age for the type of work they do may legitimately be employed
- ▶ Some work might be beneficial to their development and prepare them for a productive life as an adult
- ▶ Work performed by children who are under the minimum age legally specified for such work
- ▶ Work that is considered a worst form of child labour because of its detrimental nature or conditions; the WFCL are prohibited for all children under the age of 18
- ▶ Child labour is mentally, physically and morally dangerous for children



What are the Worst Forms of Child Labour?

- ▶ All forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and forced or compulsory labour.
- ▶ The use, procuring or offering of a child for prostitution or the production of pornography.
- ▶ The use, procuring or offering of a child for illicit activities, for example the production and/or trafficking of drugs.
- ▶ 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.



What is Hazardous Child Labour?

- ▶ Work performed by children in dangerous and unhealthy conditions that can lead to a child being killed, injured or made ill.
- ▶ Represents the largest category of children working in the WFCL
- ▶ Occurs in agriculture, mining, construction, manufacturing, the service industries and domestic work, most often in informal, unregulated and “hidden” parts of the economy



ILO Standards and Other International Instruments

Ratify:

- ▶ ILO Convention 138 on the Minimum Age for Employment
- ▶ ILO Convention 182 on the Worst Forms of Child Labour
- ▶ UN Convention on the Rights of the Child
- ▶ ILO Convention 189 on Decent Work for Domestic Workers

Consider:

- ▶ ILO Recommendation 146 on the Minimum Age for Employment
- ▶ ILO Recommendation 190 on the Worst Forms of Child Labour

Promote:

- ▶ ILO Declaration on Fundamental Principles and Rights at Work



Eliminating Child Labour in Myanmar: Legal and Regulatory Tools

- ▶ Factories Act, 1951
- ▶ Shops and Establishments Act, 1951
- ▶ Oilfields (Workers and Welfare) Act, 1951
- ▶ Maternal and Child Welfare Association Law (and Amendment), 1990
- ▶ The Child Law, 1993
- ▶ Anti-Trafficking in Persons Law, 2005



Q&A

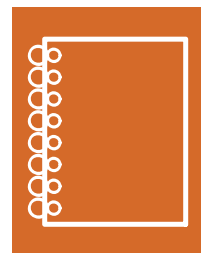
Do you have any questions/comments about:

- ▶ Child labour?
- ▶ Worst Forms of Child Labour?
- ▶ Hazardous child labour?



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

1. Divide into small groups.
2. Nominate a note-taker and presenter.
3. Discuss the question or topic you are given.
4. Present the conclusions of your discussion in plenary.





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Session 2:

Understanding Global & National Estimates of Child Labour

Child Labour in the Global Economy: A Summary of ILO Estimates

- ▶ 152 million children worldwide are in child labour – 10% of the world’s children
- ▶ 73 million children are in hazardous work
- ▶ Second largest number of child labourers are found in the Asia-Pacific region



Sector Distribution of Child Labour

Sector*	('000)	%
Agriculture	107,543	70.9
Industry	18,007	11.9
Services	26,072	17.2

*The industry sub-sectors of most relevance for child labour include construction, mining and manufacturing.

*The services sub-sector of most relevance for child labour include hotels and restaurants, wholesale and retail trade (commerce), maintenance and repair of motor vehicles, transport, other community, social services activities and domestic workers.



Key Findings from Myanmar's Child Labour Survey

- ▶ There are an estimated 1.1 million child labourers in Myanmar
- ▶ This represents 9.3% of the total number of children in the country
- ▶ Over 600,000 of these are in conditions of hazardous child labour



Sectoral Distribution of Working Children in Myanmar

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

Key Indicators (2015 and 2017 Q1)

Description	2015 LFS			2017 LFS Q1		
	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

Key Indicators (2015 and 2017 Q1)

Description	2015 LFS			2017 LFS Q1		
	Total	Male	Female	Total	Male	Female
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

Q&A

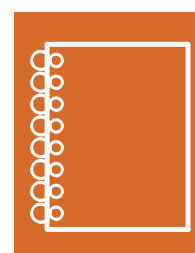
Do you have questions/comments about:

- ▶ ILO global estimate of child labour?
- ▶ National data on child labour in Myanmar?



Exercise 3: Mapping Risk of Child Labour in Myanmar

1. Divide into small groups.
2. Nominate a note-taker and presenter.
3. Discuss the question or topic you are given.
4. Present the conclusions of your discussion in plenary





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Session 3: Causes & Consequences of Child Labour

Understanding the Causes of Child Labour

- ▶ Low household income
- ▶ Lack of access to quality education
- ▶ Discrimination
- ▶ “Distress” migration
- ▶ Culture or family traditions
- ▶ “Nimble fingers” argument
- ▶ Weak or non-existent laws and law enforcement
- ▶ Absence of worker organization
- ▶ Supply and demand of child labour



Understanding the Consequences of Child Labour

Child labour can:

- ▶ Jeopardize children's health and safety, and affect their physical and psycho-social development;
- ▶ Impede children's access to education and/or skills training, thus limiting their economic and social mobility and advancement later in life;
- ▶ Lead to continued poverty over generations and inhibit children's access to decent work when they reach the minimum legal age for employment; and
- ▶ Act as a significant impediment to achieving the Sustainable Development Goals, in particular concerning poverty alleviation and education for all.



Q&A

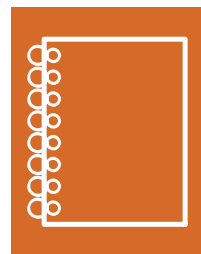
Do you have questions/comments about:

- ▶ Causes of child labour?
- ▶ Consequences of child labour?



Exercise 4: Developing Employer Policies against Child Labour

1. Divide into small groups.
2. Nominate a note-taker and presenter.
3. Discuss the question or topic you are given.
4. Present the conclusions of your discussion in plenary.





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Session 4:

Good Practice in Employer Engagement to Eliminate Child Labour

Understanding the Business Case for Employer Action



1. Compliance with the law
2. Expanding market access
3. Improving productivity and quality
4. "Doing the right thing"

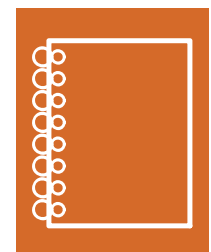
Strategies to Address Child Labour in the Workplace and Supply Chain

- ▶ Company Policies and Standard Setting
- ▶ Assessments and Due Diligence
- ▶ Training and Capacity Building
- ▶ Cooperation and Partnerships



Group Discussion: Enhancing Age Verification Measures

What steps can employers take at workplace or company level to strengthen techniques to verify how old workers are?



Q&A

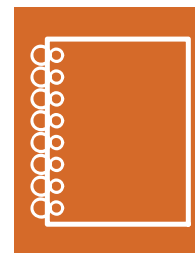
Do you have questions/comments about:

- ▶ The business case to address child labour?
- ▶ Employer strategies in the workplace and supply chains?



Exercise 5: Deepening Employer Engagement to Address Child Labour

1. Divide into small groups.
2. Nominate a note-taker and presenter.
3. Discuss the question or topic you are given.
4. Present the conclusions of your discussion in plenary



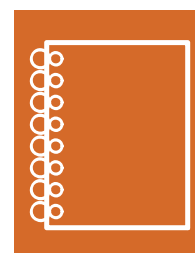
Beyond the Workplace: Employer Action in the Community

- ▶ Stakeholder and community engagement
- ▶ Industry-wide action
- ▶ Public policy advocacy



Exercise 6: Employer Action Planning

1. Divide into small groups.
2. Nominate a note-taker and presenter.
3. Discuss the question or topic you are given.
4. Present the conclusions of your discussion in plenary



Course Conclusion & Evaluation



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Course Conclusion

- ▶ Final comments
- ▶ Tour de table
- ▶ Follow up and next steps

Course Evaluation

Please complete the course evaluation form provided

