

# NATIONAL LEGISLATION ON HAZARDOUS CHILD LABOUR

Minimum Age Convention, 1973 (No. 138)  
and  
Worst Forms of Child Labour Convention, 1999 (No. 182)

## ETHIOPIA

### RATIFICATIONS

Convention No. 138                    27 May 1999

Convention No. 182                    2 September 2003

- 1) **Country Overview** – The Country Overview is in French based on data available in this language.
- 2) **Ministry of Labour and Social Affairs, Decree on the prohibited work for young people, 2 September 1997**  
*Original language:* Amharic – ILO Summary (in French).  
Articles 4 and 5 establishing **lists of activities prohibited for young people**.
- 3) **Project of hazardous work, 2011**  
English - Observations: this document has not been adopted.
- 4) **Labour Proclamation No. 377/2003, Addis Ababa 26th February 2004**  
*Original language:* Amharic – [Full Official Text \(↗ on line\)](#) – ILO Summary.  
Article 89(4) establishing **prohibited activities to persons under the age of 18 years to be established by the Minister**.
- 5) **CEACR, 2010 Direct Request, Convention No. 182 and CEACR, 2011 Observation, Convention No. 138**
- 6) **CRC, Concluding Observations of the Committee on the Rights of the Child, Nov. 2006**

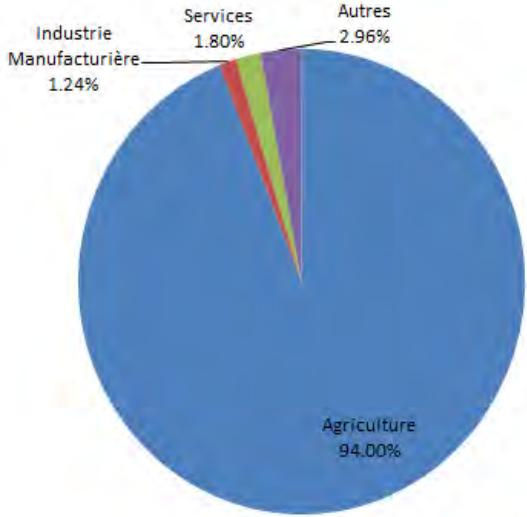


International  
Labour  
Organization

International Programme on the Elimination of Child Labour (IPEC)  
Fundamental Principles and Rights at Work (FPRW) Branch

# ETHIOPIE

## Fiche d'information

Conventions Internationales et législations sur le travail des enfants et l'éducation		Distribution des enfants travailleurs par secteur, Age 5-14										
C138, sur l'âge minimum	✓	 <table><thead><tr><th>Secteur</th><th>Pourcentage</th></tr></thead><tbody><tr><td>Industrie Manufacturière</td><td>1.24%</td></tr><tr><td>Services</td><td>1.80%</td></tr><tr><td>Autres</td><td>2.96%</td></tr><tr><td>Agriculture</td><td>94.00%</td></tr></tbody></table>	Secteur	Pourcentage	Industrie Manufacturière	1.24%	Services	1.80%	Autres	2.96%	Agriculture	94.00%
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(\*) La liste des travaux dangereux inclue: tous travaux de production d'alcool et de tabac; tous travaux impliquant l'usage de produits chimiques dangereux ; toutes autres formes de travail de nature à affecter la condition morale ou physique du jeune travailleur.

Source :  
Ethiopia, Child Labour Force 2001



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## Décret relatif à l'interdiction des travaux effectués par des jeunes gens, du 2 septembre 1997 (Ministère du Travail et des Affaires Sociales)

### Langue originale

Amharic

Traduction non officielle en français disponible au BIT

### Résumé

**Articles 4 et 5** établissant **listes des activités interdites aux jeunes gens.**

### Text of legal provisions

#### ➤ Article 4: Travaux interdits

« 1. Est considéré comme travail interdit tout travail qui présente un danger pour la santé et la sécurité du jeune travailleur:

- 1) Liste des travaux interdits:
  - a) tous travaux exécutés dans le secteur des transports routier, ferroviaire, aérien et maritime (voyageurs ou marchandises);
  - b) tous travaux de manutention d'emballages lourds dans les ports, les magasins, etc.;
  - c) tous travaux effectués dans les centrales électriques ou secteurs assimilés;
  - d) tous travaux effectués dans les gisements de substances minérales ou de fossiles souterrains, ou tous travaux de concassage et activités assimilées;
  - e) tous travaux de construction de bâtiments au moyen d'échafaudages;
  - f) tous travaux de creusage de tunnels ou de fosses septiques;
  - g) tous travaux de déblayage, drainage des WC ou tri des ordures ménagères de toutes natures;
  - h) tous travaux de production d'alcool et de tabac;
  - i) tous travaux effectués dans les hôtels, motels, cabarets, etc.;
  - j) tous travaux effectués dans un environnement atmosphérique incontrôlable à cause de la chaleur, du froid, des rayons lumineux, etc.;



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- k) tous travaux de soudure, de coupure, d'alésage ou de moulage;
- l) tous travaux de charpente avec un engin électrique;
- m) abattage et élagage d'arbres (forêts); et
- n) tous travaux impliquant l'usage de produits chimiques dangereux; et
- o) toutes autres formes de travail de nature à affecter la condition morale ou physique du jeune travailleur.

2. Les interdictions figurant dans la section 4/1 susvisée ne sont pas applicables aux personnes en cours de formation professionnelle dans les centres d'apprentissage.

➤ **Article 5: Poids à observer à l'égard des jeunes travailleurs**

« Les dispositions sont les suivantes:

- 1. Pour tous travaux de manutention, embarquement et débarquement, traction, transport, etc.:
  - a) en cas de travail continu, le poids maximum de l'objet manipulé ne peut dépasser 7 kg;
  - b) si le travail n'est pas de caractère continu, le poids de l'objet manipulé peut atteindre 11 kg.
- 2. Pour tous travaux entièrement manuels, consistant à soulever et à déposer des objets:
  - a) si l'il s'agit d'un travail continu, le poids maximum de l'objet manipulé ne peut dépasser 5 kg;
  - b) si le travail est discontinu, le poids maximum de l'objet manipulé ne peut dépasser 9 kg.
- 3. Pour toute activité effectuée au moyen d'un engin (brouette) à une roue:
  - a) si la surface du sol ne présente pas un caractère plat, le poids maximum ne pourra dépasser 16 kg;
  - b) en cas de surface plate du sol, le poids maximum ne pourra dépasser 20 kg.
- 4. Pour toute activité effectuée au moyen d'un engin (brouette) à deux roues:
  - a) si la surface du sol ne présente pas un caractère plat, le poids maximum ne pourra dépasser 30 kg;
  - b) en cas de surface plate du sol, le poids maximum ne pourra dépasser 45 kg.
- 5. Pour toute activité effectuée au moyen d'un engin (brouette) à trois roues ou plus:
  - a) si la surface du sol ne présente pas un caractère plat, le poids maximum ne pourra dépasser 55 kg;
  - b) en cas de surface plate du sol, le poids maximum ne pourra dépasser 60 kg.
- 6. Pour tout transport en wagon sur rails, le poids maximum ne pourra dépasser 70 kg ».

**INTERNATIONAL LABOR ORGANIZATION (ILO)  
COUNTRY OFFICE TO ETHIOPIA AND SOMALIA (CO)**

**IN PARTNERSHIP WITH THE MINISTRY OF LABOR AND SOCIAL AFFAIRS**

**TEMPLATE TO ANALYZE THE HAZARDS AND RISKS OF DIFFERENT  
OCCUPATIONS/WORKS FOR CHILDREN IN ETHIOPIA**

**ADDIS ABABA  
ETHIOPIA**

## **1. APPROACHES**

Preliminary information/data was collected from four regions (Amhara, Afar, Oromia and Southern Nations, Nationalities and People) and one city administration (Addis Ababa) on the situation of children in different activities in selected sectors. The MOLSA, CETU and EEF took the primary tasks of gathering the information based on the prepared checklist. Experts from these parties have also made the analysis of gathered information.

The information gathering task could be considered as the second step, next to the formation of the tripartite structure, in the process of updating the list of hazardous occupations which the ILO/CO and the MOLSA have agreed to updating the list of hazardous occupations. However, analysis of gathered information was made using the predesigned template agreed by all parties. During the analysis work, experts have discussed on the template, agreed on basic concepts and on the approaches of the analysis work. Accordingly, the following definitions/concepts were taken as shared definitions in analyzing the information.

<b><i>Basic Terms</i></b>	<b><i>Working Definitions</i></b>
Hazard/Risk assessment	Risk assessment is an evaluation of the likelihood of undesired events occurring and of harm or damage being caused by the nature of the work, place of work or related to the work a child is engaged in, together with value judgments concerning its significance.
Hazards/Risk	A likelihood of the occurrence of physical, biological, ergonomic, mechanical, chemical and/or psychosocial/emotional injury-in whatever frequency and degree of severity- on the working child as a consequence of the work s/he is/has been performing. A hazard could cause to a death, permanent major disability, permanent minor disability, temporary disability.
Occupation	Any paid or unpaid job of the child concerned regardless of the work place condition, time of work, place of work, etc
Worker	A child below the age of 18 years old
Work place	A place where the child-temporarily or permanently-fitted to accomplish the task
Conditions	A physical, social or other characteristics of the work place-good or bad
Activities	Specific endeavors the working child is offered/expected to do within the minimum measurable time.

The analysis has THREE levels: level one has focused on the identification of occupations, specific tasks and associated hazards along with potential consequences on working children. In level one, the occupations and activities were grouped into their ergonomic, chemical, mechanical, psycho-social, biological and physical hazards/consequences on working children. Level two however has focused on age and gender specific consequences of the occupations. At this level, the types of activities and hazards were analyzed based on level one analysis outcome. Level three has analyzed the degree and frequency of hazardous occupations by age and gender and has put experts' views for decision makers.

(A) Level 1: Analysis of the hazard types and their consequences on the working child (remember child's education in the analysis)

<i>Sector/ Industry</i>	<i>Occupations</i>	<i>Specific tasks/ activities where children are most involved</i>	<i>Description of the potential hazards for workers/children</i>	<i>Description of the potential consequence on the working child</i>
Manufacturing	Garage and maintenance services	<ul style="list-style-type: none"> <li>• Mechanics</li> <li>• Electricity</li> <li>• Tyre repair</li> <li>• Welding/grinding</li> <li>• Painting</li> <li>• Body making</li> <li>• Cleaning parts</li> <li>• Lifting-load/unload parts/motors</li> </ul>	<p><b>Physical</b></p> <ul style="list-style-type: none"> <li>• Hot and cold temperature</li> <li>• Noise</li> <li>• Light</li> </ul> <p><b>Chemical</b></p> <ul style="list-style-type: none"> <li>• Fume</li> <li>• Mists</li> <li>• Inhaling <b>lead</b> inks</li> <li>• Odor/lead/zinc</li> <li>• Contact with grease</li> <li>• Contact with Benzene</li> <li>• Contact with Naphtha</li> </ul> <p><b>Ergonomic</b></p> <ul style="list-style-type: none"> <li>• Exertion force</li> <li>• Repetitive force</li> <li>• Long working hours</li> </ul> <p><b>Psychosocial</b></p> <ul style="list-style-type: none"> <li>• Long working hours</li> <li>• Vibrations/hand-arm</li> </ul>	<ul style="list-style-type: none"> <li>• Muscular-skeletal disorder<sup>1</sup></li> <li>• Nerve disorder</li> <li>• Physical deformity</li> <li>• Respiratory infection</li> <li>• Hearing loss</li> <li>• Disability</li> <li>• Death</li> <li>• Skin damage</li> <li>• Carcinogenic</li> <li>• Eye strain</li> <li>• Stress</li> <li>• School dropout (psycho-social)</li> <li>• Fatigue</li> <li>• Scars/body damage</li> <li>• Body damage</li> <li>• Allergy/irritation</li> <li>• Heat stroke</li> <li>• Heat exhaustion</li> <li>• Heat cramps</li> </ul>

<sup>1</sup> Includes: Chest pain, Back pain, Shoulder disorder, Leg disorder, Knee/hip disorder, Neck disorder and Arm disorder

			<ul style="list-style-type: none"> <li>• Detachment from family/friends</li> <li>• Exclusion from friends</li> </ul>	
	Flour mills	<ul style="list-style-type: none"> <li>• Filtering dusts</li> <li>• Operating machine</li> <li>• Welding</li> <li>• Loading/unloading</li> <li>• Cleaning</li> <li>• Milling</li> </ul>	<p><b>Physical</b></p> <ul style="list-style-type: none"> <li>• Hot temperature</li> <li>• Noise</li> <li>• </li> </ul> <p><b>Chemical</b></p> <ul style="list-style-type: none"> <li>• Dust</li> <li>• Fume</li> <li>• Mists</li> <li>• Grease</li> </ul> <p><b>Ergonomic</b></p> <ul style="list-style-type: none"> <li>• Long working hours</li> </ul> <p><b>Mechanical</b></p> <ul style="list-style-type: none"> <li>• Vibration (whole body and hand-arm)</li> <li>• </li> </ul> <p><b>Biological</b></p> <ul style="list-style-type: none"> <li>• Fungi/bacteria</li> </ul> <p><b>Psychosocial</b></p> <ul style="list-style-type: none"> <li>• Long working hours</li> <li>• Detachment from family</li> </ul>	<ul style="list-style-type: none"> <li>• Respiratory disease</li> <li>• Skill disease</li> <li>• Hearing loss</li> <li>• Muscular-skeletal disorder</li> <li>• Heat stroke (ph)</li> <li>• Heat exhaustion (ph)</li> <li>• Heat cramps (ph)</li> <li>• Respiratory infection</li> <li>• Stress</li> <li>• School dropout</li> <li>• Nerve disorder</li> </ul>
	Edible oil mill (mostly female)	<ul style="list-style-type: none"> <li>• Filtering dusts</li> <li>• Heavy loading</li> <li>• Cleaning</li> <li>• Machine operating</li> </ul>	<p><b>Physical</b></p> <ul style="list-style-type: none"> <li>• Hot temperature</li> <li>• Low light</li> </ul> <p><b>Chemical</b></p> <ul style="list-style-type: none"> <li>• Dusts</li> </ul> <p><b>Ergonomic</b></p> <ul style="list-style-type: none"> <li>• Exertion force</li> <li>• Repetitive force</li> <li>• Night work</li> <li>• Long working hours</li> </ul> <p><b>Biological</b></p> <ul style="list-style-type: none"> <li>• Poor house keeping</li> </ul> <p><b>Psycho-social</b></p>	<ul style="list-style-type: none"> <li>• Heat stroke</li> <li>• Heat cramps</li> <li>• Heat exhaustion</li> <li>• Respiratory infection</li> <li>• Eye strain</li> <li>• Muscular-skeletal disorder</li> <li>• Hygienic problem</li> <li>• Stress</li> <li>• Sexual harassments</li> </ul>

			<ul style="list-style-type: none"> <li>• Long working hours</li> <li>• Night work</li> <li>• Exclusion</li> <li>• Detachment from family</li> </ul>	
	Traditional weaving	<ul style="list-style-type: none"> <li>• Weaving</li> <li>• Looming</li> <li>• Spinning</li> <li>• Rolling treads</li> </ul>	<p><b><i>Chemical</i></b></p> <ul style="list-style-type: none"> <li>• Dust</li> </ul> <p><b><i>Ergonomic</i></b></p> <ul style="list-style-type: none"> <li>• Body over stretch</li> <li>• Awkward posture</li> <li>• Over stretched body position</li> <li>• Confined/congested</li> <li>• Long working hours</li> </ul> <p><b><i>Biological</i></b></p> <ul style="list-style-type: none"> <li>• Poor house keeping</li> </ul> <p><b><i>Psycho-social</i></b></p> <ul style="list-style-type: none"> <li>• Long working hours</li> </ul>	<ul style="list-style-type: none"> <li>• Respiratory</li> <li>• Chest pain</li> <li>• Back pain</li> <li>• Shoulder disorder</li> <li>• Leg disorder</li> <li>• Knee/hip disorder</li> <li>• Neck disorder</li> <li>• Hand-arm disorder</li> <li>• Eye strain</li> <li>• Suffocation</li> <li>• Stress/depression/fatigue/fear</li> <li>• Exclusion/isolation from family/friends/society</li> <li>• Dropout of school</li> <li>• Poor hygienic</li> <li>• Skill rash</li> <li>• Animal bits (bi)-communicable diseases</li> <li>• Hand and finger disorder</li> </ul>
	Leather and footwear production/Traditional/domestic shoe making	<ul style="list-style-type: none"> <li>• Sewing</li> <li>• Molding</li> <li>• Varnishing</li> <li>• Spray</li> <li>• Fitting/stamping/adhesive</li> <li>• Packing</li> <li>• Grinding</li> <li>• Finishing</li> </ul>	<p><b><i>Physical</i></b></p> <ul style="list-style-type: none"> <li>• Hot temperature</li> <li>• Low light</li> <li>• Thinner</li> <li>• Sticking</li> </ul> <p><b><i>Chemical</i></b></p> <ul style="list-style-type: none"> <li>• Ink/lead</li> <li>• Kerosene smoke/carbon monoxide</li> <li>• Dust</li> </ul> <p><b><i>Ergonomic</i></b></p> <ul style="list-style-type: none"> <li>• Confined</li> <li>• Congested room</li> </ul>	<ul style="list-style-type: none"> <li>• Suffocation/respiratory infection</li> <li>• Eye strain</li> <li>• Loneliness</li> <li>• Drop out of school</li> <li>• Respiratory infection</li> <li>• Heat stroke</li> <li>• Heat stroke</li> <li>• Heat cramps</li> <li>• Heat exhaustion</li> <li>• Puncture</li> <li>• Muscular-skeletal disorder</li> <li>• Stress</li> </ul>

			<ul style="list-style-type: none"> <li>Inappropriate sitting</li> </ul> <p><b><i>Psycho-social</i></b></p> <ul style="list-style-type: none"> <li>Exclusion/isolation from family</li> </ul>	
	Wood works	<ul style="list-style-type: none"> <li>Carrying raw materials</li> <li>Load/unload</li> <li>Cutting (machine and manual)</li> <li>Surface finishing</li> <li>Assemble</li> <li>Varnishing</li> <li>•</li> </ul>	<p><b><i>Physical</i></b></p> <ul style="list-style-type: none"> <li>Vibration</li> <li>Insufficient/low light intensity</li> <li>High temperature</li> <li>Noise</li> </ul> <p><b><i>Mechanical</i></b></p> <ul style="list-style-type: none"> <li>Unguarded machines/gear</li> </ul> <p><b><i>Ergonomic</i></b></p> <ul style="list-style-type: none"> <li>Long hour of work</li> <li>Awkward/bended posture</li> <li>Heavy hand tools/design</li> <li>Work in fixed position for long time</li> <li>Repetitive force</li> </ul> <p><b><i>Chemical</i></b></p> <ul style="list-style-type: none"> <li>Dust</li> <li>Varnish through chemicals</li> <li>Contact with ink and thinners</li> <li>Glue</li> </ul> <p><b><i>Biological</i></b></p> <ul style="list-style-type: none"> <li>Fungi and bacterial</li> </ul> <p><b><i>Psycho-social</i></b></p> <ul style="list-style-type: none"> <li>Long working hour</li> <li>Low payment</li> <li>School dropout</li> <li>Job uncertainty</li> </ul>	<ul style="list-style-type: none"> <li>Hearing impairment/threshold shift</li> <li>Eye strain</li> <li>Hand arm vibration syndrome</li> <li>MSD /musculoskeletal disorder</li> <li>Heat stress</li> <li>Physical injury and damage</li> <li>Skill irritation/dermatitis</li> <li>Respiratory infection</li> <li>Skin damage/rough,</li> <li>Carpal</li> <li>Allergy</li> <li>Pneumonia</li> <li>Raynoid phenomena /white figure</li> <li>Cancer foam</li> <li>Micro organism infection</li> <li>Stress</li> <li>•</li> </ul>
	Metal works	<ul style="list-style-type: none"> <li>Load/unload</li> <li>Cutting</li> <li>Grinding</li> <li>Painting</li> <li>Assembling</li> <li>Welding</li> <li>Traditional manual forging</li> </ul>	<p><b><i>Physical</i></b></p> <ul style="list-style-type: none"> <li>Low light</li> <li>Infrared Radiation/non-ionization radiation</li> <li>Noise</li> <li>Vibration</li> <li>Hot temperature</li> <li>Fire/flame</li> </ul>	<ul style="list-style-type: none"> <li>Physical injury and damage</li> <li>Eye strain</li> <li>Discomfort glare</li> <li>Disability glare</li> <li>Hearing threshold shift</li> <li>Cancer</li> <li>Hand arm vibration syndrome</li> <li>Heat stress</li> </ul>

		<ul style="list-style-type: none"> <li>and grinding</li> <li>• Heating the metal</li> </ul>	<ul style="list-style-type: none"> <li>• Explosion</li> </ul> <p><b>Chemical</b></p> <ul style="list-style-type: none"> <li>• Carbon monoxide</li> <li>• Nitrogen dioxide</li> <li>• Acetylene</li> <li>• Burn/fire</li> <li>• Mists and fumes</li> <li>• Carcinogenic</li> <li>• Metal dust</li> </ul> <p><b>Mechanical</b></p> <ul style="list-style-type: none"> <li>• </li> </ul> <p><b>Biological</b></p> <ul style="list-style-type: none"> <li>• Bacterial</li> </ul> <p><b>Ergonomic</b></p> <ul style="list-style-type: none"> <li>• Repetitive force</li> <li>• Heavy loads</li> <li>• Awkward posture and poor position</li> </ul> <p><b>Psycho-social</b></p> <ul style="list-style-type: none"> <li>• Long working hours</li> <li>• School dropout</li> <li>• High responsibility/mental stress</li> <li>• Isolation from friend, community</li> <li>• Low payment</li> <li>• Isolation</li> </ul>	<ul style="list-style-type: none"> <li>• Asphyxia</li> <li>• Respiratory disorder</li> <li>• Skin damage</li> <li>• Mental disturbance</li> </ul>
Construction	Residence house construction and maintenance	<ul style="list-style-type: none"> <li>• Cement mixing/assistance</li> <li>• Carpentry</li> <li>• Masonry</li> <li>• Electric installation</li> <li>• Water pipe/plumber</li> <li>• Painting</li> <li>• Plastering</li> <li>• Digging</li> </ul>	<ul style="list-style-type: none"> <li>• Dust-C <ul style="list-style-type: none"> <li>◦ Cement</li> <li>◦ Wood</li> </ul> </li> <li>• Exposure to hot and cold temperature, including rainfall</li> <li>• Falling</li> <li>• Contact with ink</li> <li>• Awkward posture</li> <li>• Vibration</li> <li>• Noise</li> <li>• Long working hours</li> <li>• Unsafe scaffolding</li> <li>• Repetitive force</li> </ul>	<ul style="list-style-type: none"> <li>• Respiratory infection/industrial pneumonia</li> <li>• Eye irritation</li> <li>• Muscle injury/muscle disorder</li> <li>• Musculoskeletal disorder</li> <li>• Death</li> <li>• Breakage</li> <li>• Temporary-permanent disability</li> <li>• Hearing loss/threshold shift</li> <li>• Teratogenic/abnormal fetus, DNA dislocation</li> <li>• Neural disorder</li> <li>• Heat stroke</li> </ul>

		<ul style="list-style-type: none"> <li>• Carrying materials</li> <li>• Load/unload</li> <li>• Operating on vibrators and mixers</li> <li>• Watering building</li> <li>• Drilling</li> <li>• Grinding</li> <li>• Demolishing/clearing</li> </ul>	<ul style="list-style-type: none"> <li>• Exertion force</li> <li>• School dropout</li> <li>• Exclusion/isolation family</li> </ul>	<ul style="list-style-type: none"> <li>• Heat cramps</li> <li>• Heat exhaustion</li> <li>• Carpal tunnel syndrome</li> <li>• Carcinogenic</li> <li>• Cutting/tearing/puncture/injury</li> <li>• Tetanus</li> <li>• Allergy</li> <li>• Skill irritation</li> <li>• Stress (unlawful termination, work load, education, etc)</li> <li>• Sexual abuse, harassment and communicable disease (HIV/AIDS)</li> </ul>
	Road construction and maintenance	<ul style="list-style-type: none"> <li>• Carrying materials</li> <li>• Grinding</li> <li>• Digging</li> <li>• Cleaning</li> <li>• Cutting materials (stone, wood)</li> </ul>	<ul style="list-style-type: none"> <li>• Dust</li> <li>• Exposure to silicon dust</li> <li>• Exertion force</li> <li>• Repetitive force</li> <li>• Asphalt</li> <li>• Exposures smoke</li> <li>• Awkward posture</li> <li>• Noise</li> <li>• Vibration</li> <li>• Exposure to heat</li> <li>• Exposed to sunlight</li> <li>• Exposed to coldness</li> <li>• Radiation</li> <li>• Physical injury</li> </ul>	<ul style="list-style-type: none"> <li>• Silicosis</li> <li>• Respiratory infection</li> <li>• Hearing loss</li> <li>• Vascular disorder</li> <li>• Muscle disorder</li> <li>• Neural disorder</li> <li>• Musculoskeletal disorder</li> <li>• Respiratory infection</li> <li>• Cancer</li> <li>• Heat stroke</li> <li>• Heat cramps</li> <li>• Heat exhaustion</li> <li>• Frost bite</li> <li>• Shivering</li> <li>• Temporary to permanent disability</li> </ul>
Agricultur	Floriculture and horticulture	<ul style="list-style-type: none"> <li>• Nursing</li> <li>• Cutting flowers/green house</li> <li>• Spray chemicals</li> <li>• Mixing chemicals</li> <li>• Loading/unloadin g</li> <li>• Packaging</li> <li>• Transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Contact with fungicide-C</li> <li>• Contact with insecticide-C</li> <li>• Mite-cide</li> <li>• Insect biting (bi)</li> <li>• Fungi (bi)</li> <li>• Hot and cold temperature/high</li> <li>• Suffocation</li> <li>• Poor house keeping</li> <li>• Long working hours while standing</li> <li>• Repetitive force</li> </ul>	<ul style="list-style-type: none"> <li>• Cutting/tearing</li> <li>• Deformed posture</li> <li>• Stress</li> <li>• School dropout</li> <li>• Isolation/detach from family</li> <li>• Abortion</li> <li>• Inferiority</li> <li>• Allergy</li> <li>• Skin rash</li> <li>• Respiratory infection</li> </ul>

e	(85% female)	<ul style="list-style-type: none"> <li>• Green house maintenance</li> </ul>	<ul style="list-style-type: none"> <li>• Exertion force</li> <li>• Working with adults</li> <li>• Carcinogenic</li> <li>• Teratogenic</li> <li>• Falling</li> </ul>	<ul style="list-style-type: none"> <li>• Asphyxias</li> <li>• Heat cramps</li> <li>• Heat exhaustion</li> <li>• Heat stroke</li> <li>• Cramp</li> <li>• Heat exertion</li> <li>• Cancer</li> <li>• Abnormal fetus/deformity</li> <li>• Hygienic problem</li> <li>• Muscular-skeletal disorder</li> <li>• Vascular disorder</li> <li>• Blood toxicity</li> <li>• Never disorder</li> <li>• Breakage</li> </ul>
	Fishery	<ul style="list-style-type: none"> <li>• Net preparation</li> <li>• Fish trapping</li> <li>• Heavy loading/unloading</li> <li>• Slaughtering</li> <li>• Gutting process</li> <li>• Trimming</li> </ul>	<ul style="list-style-type: none"> <li>• Tides –Sinking</li> <li>• Biological hazards (biting, bilharzias, worms)</li> <li>• Contact with contaminated water and raw meat eating</li> <li>• Use of knives and unsafe sharp tools</li> <li>• Insect bites</li> <li>• Loading</li> <li>• Sundry/exposure to hard sun light</li> <li>• Cold temperature</li> <li>• Long working hours</li> </ul>	<ul style="list-style-type: none"> <li>• Death, physical damage, depression/stress</li> <li>• Parasitic hazards</li> <li>• Puncture</li> <li>• Cutting/tearing</li> <li>• Malaria and others poisoning effects</li> <li>• Ergonomic effect/deformity</li> <li>• UV ray</li> <li>• Skin cancer</li> <li>• Frost bites</li> <li>• Vaso constriction</li> <li>• Shivering</li> <li>• Stress/discomfort</li> </ul>
	Cotton plantation/farming	<ul style="list-style-type: none"> <li>• Land preparation</li> <li>• Plowing</li> <li>• Sowing</li> <li>• Cultivation</li> <li>• Chemical spray</li> <li>• Collection of cotton/harvesting</li> <li>• Carrying cotton</li> <li>• Load/unload</li> <li>• </li> </ul>	<ul style="list-style-type: none"> <li>• Chemical <ul style="list-style-type: none"> <li>◦ Insecticide/malathine</li> <li>◦ Dust</li> <li>◦ pesticides</li> </ul> </li> <li>• Biological <ul style="list-style-type: none"> <li>◦ Insect</li> <li>◦ Animal crash and bite</li> <li>◦ Snake bite</li> <li>◦ Exposure to poisonous plants</li> <li>◦ Physical injuries</li> </ul> </li> <li>• Physical</li> </ul>	<ul style="list-style-type: none"> <li>• Byssinosis</li> <li>• Skin rash</li> <li>• Allergy</li> <li>• Acute respiratory truck infection</li> <li>• Convulsion</li> <li>• Eye irritation</li> <li>• Respiratory infection/long term</li> <li>• Tetanus</li> <li>• Physical injuries <ul style="list-style-type: none"> <li>◦ Puncture</li> <li>◦ Tearing</li> </ul> </li> </ul>

			<ul style="list-style-type: none"> <li>○ High temperature</li> <li>○ High humidity</li> <li>○ Sun stroke</li> <li>● Ergonomic           <ul style="list-style-type: none"> <li>○ Repetitive work with the same posture</li> <li>○ Awkward posturing</li> <li>○ Long hours of carrying</li> <li>○ Working with specific fingers</li> <li>○ Long working hours</li> </ul> </li> <li>● Psycho-social           <ul style="list-style-type: none"> <li>○ High work load</li> <li>○ Speed/piece rate work/pace</li> <li>○ High responsibility</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Bone breakage</li> <li>● Musculoskeletal disorder</li> <li>● Heat stroke</li> <li>● Heat cramps</li> <li>● Heat exhaustion (salt depilation)</li> <li>● Stress</li> <li>● Dehydration</li> <li>● Neural disorder/unconsciousness/coma</li> <li>●</li> </ul>
	Animal herding/husbandry/fattening (mammals, small ruminants and domestic animals)	<ul style="list-style-type: none"> <li>● Washing</li> <li>● Feeding</li> <li>● Herding/look after</li> <li>● Food preparation</li> <li>● Nursing/delivery</li> <li>● Cleaning barn</li> <li>● Barn construction</li> <li>● Medication</li> <li>● Straw storage/mgmt</li> <li>● Milking</li> <li>● Milk processing</li> <li>● Egg collection</li> <li>● Carrying</li> <li>●</li> </ul>	<p><b>Physical</b></p> <ul style="list-style-type: none"> <li>● Hot/cold temperature</li> <li>●</li> </ul> <p><b>Biological</b></p> <ul style="list-style-type: none"> <li>● Exposure to animal wastes</li> <li>● Exposure to water born bacteria, virus, fungi, etc</li> <li>● Animal bites and crash</li> <li>● Insect bites</li> </ul> <p><b>Chemical</b></p> <ul style="list-style-type: none"> <li>● Exposure to dust</li> <li>● Exposure to animal treatment drugs/medicines like carcinogenic</li> <li>● Contamination with animal body fluids</li> <li>● Fire break</li> <li>● Exposure to spray chemicals</li> </ul> <p><b>Ergonomic</b></p> <ul style="list-style-type: none"> <li>● Repetitive force</li> <li>● Awkward posture</li> </ul> <p><b>Mechanical</b></p> <ul style="list-style-type: none"> <li>● Falling of straw piles</li> </ul>	<ul style="list-style-type: none"> <li>● Exposure to zoonotic disease( Anthrax, brucellosis, leptospirosis)</li> <li>● Respiratory truck infection (RTI)</li> <li>● Heat cramp</li> <li>● Heat exhaustion</li> <li>● Heat stroke</li> <li>● Rabbis</li> <li>● Allergy reaction (respiratory, skin, eye)</li> <li>● Stress</li> <li>● Cancer</li> <li>● Wound</li> <li>● Temporary to permanent disability</li> <li>● Dizziness</li> <li>● Physical injuries/cutting, tearing/puncture</li> <li>● MSD</li> <li>● Salmonella typhoid</li> <li>● Hook worm victim</li> <li>● School dropout</li> <li>● Carpal tunnel syndrome</li> <li>● Myalgia</li> <li>● Arthralgia</li> <li>● Arthritis</li> <li>● Death</li> </ul>

			<b><i>Psycho-social</i></b> <ul style="list-style-type: none"> <li>• Fear of accidents, animals</li> <li>• School dropout</li> </ul>	
		•	•	•
Services	Dry waste collection and management	<ul style="list-style-type: none"> <li>• Transportation</li> <li>• Loading/unloading</li> <li>• Collecting</li> </ul>	<ul style="list-style-type: none"> <li>• Broken glass</li> <li>• Exposure to disposed sharp materials</li> <li>• Contact with contaminated</li> <li>• Car accident/cover their sights</li> <li>• Contact with chemicals and solvents</li> <li>• Poor hygiene</li> <li>• Falling into the landfill (garbage collection place)</li> </ul>	<ul style="list-style-type: none"> <li>• Respiratory irritation</li> <li>• Allergy</li> <li>• Eye irritation</li> <li>• Skin rash</li> <li>• Susceptible to many other bacterial infections/diseases</li> <li>• Musculoskeletal damage</li> <li>• Tetanus</li> <li>• Skin disease</li> <li>• Common cold</li> </ul>
	Hotels, bars, restaurants and entertainment	<ul style="list-style-type: none"> <li>• Guarding/security</li> <li>• Reception</li> <li>• Cleaning/Janitors</li> <li>• Cooking</li> <li>• Catering/services/ waiter/waitress</li> <li>• Laundry</li> <li>• House keeper</li> <li>• Maintenance</li> <li>• Attendant/service provider</li> <li>• Maintenance</li> <li>• Waste collection (solid and liquid)</li> <li>• Cashier</li> <li>• Load/unload</li> </ul>	<p><b><i>Physical</i></b></p> <ul style="list-style-type: none"> <li>• Heat</li> <li>• Cold temperature</li> <li>• Hot working environment temperature</li> <li>• Low light</li> <li>• Noise</li> </ul> <p><b><i>Chemical</i></b></p> <ul style="list-style-type: none"> <li>• Flow of boiled water pour on the skill</li> <li>• Steam</li> <li>• Exposure to detergents</li> <li>• Smoke (co)</li> <li>• Kerosene</li> <li>• Contact with alcohol (heating food, cooking)-evaporation by 70-71 Oc</li> <li>• Contamination with different chemicals</li> <li>• Food additives (spices, colors, )</li> <li>• Fire break (walls without ceramics, even no mud)</li> <li>• Falling</li> </ul> <p><b><i>Mechanical</i></b></p> <ul style="list-style-type: none"> <li>• Slippery floor</li> <li>• Sharp hand tools/materials</li> </ul>	<ul style="list-style-type: none"> <li>• Heat cramp</li> <li>• Heat exhaustion</li> <li>• Skin disease</li> <li>• Falling</li> <li>• Cutting/puncture/</li> <li>• Respiratory disorder</li> <li>• HIV/AIDS/STD/STI</li> <li>• Stress/depression</li> <li>• Behavior disorder</li> <li>• MSD/leg, back, shoulder,</li> <li>• Leg and ankle disorder</li> <li>• Fake oral contamination diseases</li> <li>• Protozoa and vector born diseases</li> <li>• Hepatitis B</li> <li>• Hearing threshold shift</li> <li>• Eye strain</li> <li>• Frost bites</li> <li>• Fire break</li> <li>• Asphyxia</li> <li>• Respiratory/skin allergy</li> <li>• Physical injuries, dislocations</li> <li>• Death</li> <li>• Electric shocks/paralysis/death</li> </ul>

			<ul style="list-style-type: none"> <li>Absence or weak stair supports</li> <li>Unguarded or loosely fixed electric sockets and breakers</li> </ul> <p><b><i>Biological</i></b></p> <ul style="list-style-type: none"> <li>Contamination/fungi, bacteria, micro organisms,</li> <li>Bites by small insects (fleas, bed bugs, lice, spiders,)</li> <li>Communicable disease (skin, air born,</li> <li>Sexual harassment</li> <li>Sexual abuse</li> <li>Physical attack</li> </ul> <p><b><i>Ergonomic</i></b></p> <ul style="list-style-type: none"> <li>Repetitive force</li> <li>Long hour standing/walking</li> <li>Long hours sitting in fixed position</li> <li>Awkward posture</li> </ul> <p><b><i>Psycho-social</i></b></p> <ul style="list-style-type: none"> <li>Long working hours</li> <li>Work over load</li> <li>Low payment</li> <li>Shift work</li> <li>Social exclusion</li> </ul> <p><b><i>Work organization</i></b></p> <ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li>Temporary-permanent disability</li> <li></li> </ul>
	Tourism	<ul style="list-style-type: none"> <li>Reception</li> <li>Translation/guide</li> <li>Travelling</li> <li>Goods and services transaction</li> <li>Carrying material goods</li> <li>Messengers</li> <li></li> </ul>	<p><b><i>Physical</i></b></p> <ul style="list-style-type: none"> <li>Cold/hot temperature</li> <li>Low light intensity</li> <li></li> </ul> <p><b><i>Chemical</i></b></p> <ul style="list-style-type: none"> <li>Falling</li> <li>Flood</li> <li>Drug abuse (chat, mariwana, cannabis)</li> <li>Exposure to and contact with addictive substances (cigarettes, others)</li> </ul>	<ul style="list-style-type: none"> <li>Death</li> <li>Heat cramps</li> <li>Heat exhaustion</li> <li>Heat stroke</li> <li>Physical injuries, breakages (temporary to permanent disability)</li> <li>MSD</li> <li>Eye strain</li> <li>HIV/AIDS/STI</li> <li>Respiratory truck infection</li> <li>Drug addictiveness/substance abuse</li> <li>Paralysis</li> </ul>

		<p><b>Mechanical</b></p> <ul style="list-style-type: none"> <li>• Car crash</li> </ul> <p><b>Biological</b></p> <ul style="list-style-type: none"> <li>• Sexual abuse, including homosexual intercourse</li> <li>• Snake bites</li> <li>• Animal bites</li> <li>• </li> </ul> <p><b>Ergonomic</b></p> <ul style="list-style-type: none"> <li>• Working long distances</li> <li>• Heavy load</li> </ul> <p><b>Psycho-social</b></p> <ul style="list-style-type: none"> <li>• Socio-cultural conflicts/guilty conscious/self critics/cultural confusion</li> <li>• Fears</li> </ul> <p><b>Work organization</b></p>	<ul style="list-style-type: none"> <li>• Muscle strain</li> <li>• Depression/psychosis</li> <li>• Frost bite</li> <li>• Rabbis</li> </ul>
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Please note that in the above table, those activities which MOLSA has already included in its 1997 directive were excluded.

(B) Level 2: Determining the age and gender specific consequences of the potential hazard (use level 1 as a reference point)

Note that during the analysis work, all psycho-social related consequences, night work, long working hours (beyond the one prescribed in the labor law (which is 7 hours per day) were targeted for abolishing regardless of the age and gender of the working persons. Note also that in the following table, similar hazardous were mentioned in different times because their consequence in different types of jobs are different so that the final recommendations and safety measures will be specific enough to the type of occupations and activities as well as the conditions under which the work is performed.

Types of activities	Identified hazards	List of Likely Consequences on girls by age group						List of Likely Consequences on boys by age group						Remarks
		< 14	14	15	16	17	Remarks	< 14	14	15	16	17	Remarks	
Mechanics	Hot temperature	X	X	X	✓ <sup>2</sup>	✓		✓	X	X	X	✓	✓	
	Cold temperature	X	X	X	X <sup>3</sup>	✓		X	X	X	✓	✓		
	Grease	X	X	X	X	X		X	X	X	X	X		
	Benzene	X	X	X	X	X		X	X	X	X	X		
	Naphtha	X	X	X	X	X		X	X	X	X	X		
	Exertion force	X	X	X	X	X		X	X	X	✓	✓		
Electricity	Inhaling <b>lead</b>	X	X	X	X	X		X	X	X	X	X		
	Awkward posture	X	X	X	X	X		X	X	X	X	X		
Tyre repair	Hot temperature	X	X	X	✓	✓		X	X	X	X	✓	✓	
	Cold temperature	X	X	X	X	✓		X	X	X	✓	✓		
	Exertion force	X	X	X	X	X		X	X	X	X	X		
	Repetitive force	X	X	X	X	X		X	X	X	X	X		
	Dust	X	X	X	X	X		X	X	X	X	X		
Welding/grinding	Fume	X	X	X	X	X		X	X	X	X	X		
	Mists	X	X	X	X	X		X	X	X	X	X		
	Odor/lead	X	X	X	X	X		X	X	X	X	X		
	Light (IR)	X	X	X	X	X		X	X	X	X	X		
Painting	Inhaling/ <b>lead</b>	X	X	X	X	X		X	X	X	X	X		
	Odor/lead/zinc	X	X	X	X	X		X	X	X	X	X		
	Awkward posture	X	X	X	X	X		X	X	X	X	X		
	Calcium carbonate	X	X	X	X	X		X	X	X	X	X		

<sup>2</sup> Note that this (✓) symbol means positive response/ allowed/permited and

<sup>3</sup> This (X) symbolizes that the occupation is hazardous, not permitted below the age specified.

Body making	Vibration/HAV Noise	X X	X X	X X	X X	X X		X X	X X	X X	X X	X X	
Cleaning parts	Dust Benzene, grease and Naphtha	X X	X X	X X	X X	✓ ✓		X X	X X	X X	X X	✓ X	
Lifting-load/unload parts/motors	Exertion force Repetitive force	X X	X X	X X	X X	X X		X X	X X	X X	X X	✓ ✓	
Filtering dust	Dust	X	X	X	X	✓		X	X	X	X	✓	
Operating machines & maintenance	Noise Hot temp Grease Vibration/Whole body and HAV Dust Night work	X X X X X X	X X X X X X	X X X X X X	X X X X X X	✓ ✓ ✓ ✓ ✓ ✓		X X X X X X	X X X X X X	X X X X X X	X X X X X X	✓ ✓ X X ✓ X	
Welding	Fume Mist IR ray	X X X	X X X	X X X	X X X	X X X		X X X	X X X	X X X	X X X	X X X	
Load/unload	Exertion force Repetitive force	X X	X X	X X	X X	✓ ✓		X X	X X	X X	X X	✓ ✓	
Cleaning	Fungi/bacteria Dust	X X	X X	X X	X X	✓ ✓		X X	X X	X X	X X	✓ ✓	
Filtering dusts	Dust Exertion force Repetitive force	X X X	X X X	X X X	X X X	✓ ✓ ✓		X X X	X X X	X X X	X X X	✓ ✓ ✓	
Heavy loading	Exertion force Repetitive force	X X	X X	X X	X X	✓ ✓		X X	X X	X X	X X	✓ ✓	
Cleaning	Dust Low light Poor house keeping	X X X	X X X	X X X	X X X	✓ ✓ ✓		X X X	X X X	X X X	X X X	✓ ✓ ✓	
Machine operating	Hot temp Low light Night work	X X X	X X X	X X X	✓ ✓ ✓	✓ ✓ ✓		X X X	X X X	X X X	X X X	✓ X X	
Weaving	Dust Long hours Awkward posture Confined place Poor house keeping	X X X X X	X X X X X	X X X X X	X X X X X	✓ ✓ ✓ ✓ ✓		X X X	X X X	X X X	X X X	✓ ✓ ✓ ✓ ✓	
Looming Spinning	Dust Awkward posture	X X	X X	X X	X X	✓ ✓		X X	X X	X X	X X	✓ ✓	

Rolling thread	Repetitive force	X	X	X	X	√		X	X	X	X	√	
Sewing and molding	Hot temp	X	X	X	X	√		X	X	X	X	√	
	Low light	X	X	X	X	X		X	X	X	X	X	
	Repetitive force	X	X	X	X	√		X	X	X	X	√	
	Kerosene	X	X	X	X	X		X	X	X	X	X	
	Confined	X	X	X	X	√		X	X	X	X	√	
	Awkward pos	X	X	X	X	√		X	X	X	X	√	
	Dust	X	X	X	X	√		X	X	X	X	√	
Spray	Thinner	X	X	X	X	X		X	X	X	X	X	
	Ink/lead	X	X	X	X	X		X	X	X	X	X	
Fitting/stamping/adhesive	Kerosene	X	X	X	X	X		X	X	X	X	X	
	Confined	X	X	X	X	X		X	X	X	X	X	
	Sticking	X	X	X	X	X		X	X	X	X	X	
Grinding	Vibration/HAV	X	X	X	X	√		X	X	X	X	√	
	Dust	X	X	X	X	√		X	X	X	X	√	
Packing & Finishing	Awkward posture	X	X	X	√	√		X	X	X	√	√	
Carrying raw materials Load/unload	Awkward posture	X	X	X	X	√		X	X	X	X	√	
	Exertion force	X	X	X	X	√		X	X	X	X	√	
	Repetitive force	X	X	X	X	√		X	X	X	X	√	
	Fungi/bacteria	X	X	X	X	√		X	X	X	X	√	
Cutting (machine and manual)	Vibration	X	X	X	X	X		X	X	X	X	X	
	Noise	X	X	X	X	X		X	X	X	X	X	
	Unguarded gear	X	X	X	X	X		X	X	X	X	X	
	Dust	X	X	X	X	X		X	X	X	X	X	
	Work in fixed p	X	X	X	X	X		X	X	X	X	X	
	Long time	X	X	X	X	X		X	X	X	X	X	
	High temp	X	X	X	X	X		X	X	X	X	X	
Surface finishing	Dust	X	X	X	X	√		X	X	X	X	√	
	Repetitive force	X	X	X	X	√		X	X	X	X	√	
	Work in fixed p	X	X	X	X	√		X	X	X	X	√	
	Heavy tools	X	X	X	X	√		X	X	X	X	√	
Assemble	Glue/adhesive	X	X	X	√	√		X	X	X	√	√	
	Exertion force	X	X	X	√	√		X	X	X	√	√	
Painting		X	X	X	X	X		X	X	X	X	X	
Load/unload	Bacterial	X	X	X	X	√		X	X	X	X	√	
	Repetitive force	X	X	X	X	√		X	X	X	X	√	
	Heavy loads	X	X	X	X	√		X	X	X	X	√	

	Awkward posture	X	X	X	X	✓		X	X	X	X	✓	
Cutting and grinding	Metal dust	X	X	X	X	X		X	X	X	X	X	
	Noise	X	X	X	X	X		X	X	X	X	X	
	Vibration	X	X	X	X	X		X	X	X	X	X	
	IR rays	X	X	X	X	X		X	X	X	X	X	
	Repetitive force	X	X	X	X	X		X	X	X	X	X	
Painting	Mists	X	X	X	X	X		X	X	X	X	X	
	Varnish/chemical use	X	X	X	X	X		X	X	X	X	X	
Assembling & Welding	Ink and thinner	X	X	X	X	X		X	X	X	X	X	
	Low light	X	X	X	X	X		X	X	X	X	X	
	IR	X	X	X	X	X		X	X	X	X	X	
	Fire break	X	X	X	X	X		X	X	X	X	X	
	Flame	X	X	X	X	X		X	X	X	X	X	
	Mists	X	X	X	X	X		X	X	X	X	X	
	Fume	X	X	X	X	X		X	X	X	X	X	
	CO	X	X	X	X	X		X	X	X	X	X	
	Nitrogen dioxide	X	X	X	X	X		X	X	X	X	X	
	Acetylene	X	X	X	X	X		X	X	X	X	X	
Traditional manual forging, grinding and heating metal	Explosion	X	X	X	X	X		X	X	X	X	X	
	Hot temp	X	X	X	X	X		X	X	X	X	X	
	Fire/flame	X	X	X	X	X		X	X	X	X	X	
	Burn	X	X	X	X	X		X	X	X	X	X	
	Repetitive force	X	X	X	X	X		X	X	X	X	X	
Cement mixing	Exertion force	X	X	X	X	X		X	X	X	X	X	
	Awkward pos	X	X	X	X	X		X	X	X	X	X	
	Noise	X	X	X	X	✓		X	X	X	✓	✓	
	Vibration	X	X	X	X	✓		X	X	X	✓	✓	
	Hot temp	X	X	X	-	✓		X	X	X	X	✓	
	Cold temp	X	X	X	X	✓		X	X	X	✓	✓	
	Cement dust	X	X	X	X	✓		X	X	X	X	✓	
	Awkward posture	X	X	X	X	✓		X	X	X	X	✓	
	Long hrs standing work	X	X	X	X	✓		X	X	X	✓	✓	
Carpentry	Repetitive force	X	X	X	X	✓		X	X	X	✓	✓	
	Exertion force	X	X	X	X	✓		X	X	X	✓	✓	
	Falling objects	X	X	X	X	X		X	X	X	X	X	
	Wood dust	X	X	X	X	✓		X	X	X	-	✓	
	Noise	X	X	X	X	✓		X	X	X	✓	✓	
	Repetitive force	X	X	X	X	✓		X	X	X	✓	✓	
	Awkward posture	X	X	X	X	✓		X	X	X	✓	✓	

	Exertion force Falling object Unsafe scaffold	X X X	X X X	X X X	X X X	✓ ✓ X		X X X	X X X	X X X	✓ ✓ X	✓ ✓ X	
Masonry and plastering	Wood dust	X	X	X	X	✓		X	X	X	✓	✓	
	Noise	X	X	X	X	✓		X	X	X	✓	✓	
	Repetitive force	X	X	X	X	✓		X	X	X	✓	✓	
	Awkward post	X	X	X	X	✓		X	X	X	✓	✓	
	Exertion force	X	X	X	X	✓		X	X	X	✓	✓	
	Falling object	X	X	X	X	✓		X	X	X	✓	✓	
	Unsafe scaffold	X	X	X	X	X		X	X	X	X	X	
Electric installation	Dust	X	X	X	X	✓		X	X	X	✓	✓	
	Awkward posture	X	X	X	X	✓		X	X	X	✓	✓	
	Exertion force	X	X	X	X	✓		X	X	X	✓	✓	
	Unsafe scaffold	X	X	X	X	X		X	X	X	X	X	
Water pipe/plumber	Dust	X	X	X	X	✓		X	X	X	✓	✓	
	Awkward posture	X	X	X	X	✓		X	X	X	✓	✓	
	Exertion force	X	X	X	X	✓		X	X	X	✓	✓	
	Unsafe scaffold	X	X	X	X	X		X	X	X	X	X	
Painting	Ink/lead	X	X	X	X	X		X	X	X	X	X	
	Varnish	X	X	X	X	X		X	X	X	X	X	
	Kerosene	X	X	X	X	X		X	X	X	X	X	
	Gypsum	X	X	X	X	X		X	X	X	X	X	
	Aqua raj	X	X	X	X	X		X	X	X	X	X	
	Awkward posture	X	X	X	X	✓		X	X	X	✓	✓	
	Repetitive force	X	X	X	X	✓		X	X	X	✓	✓	
Digging	Unsafe scaffold	X	X	X	X	X		X	X	X	X	X	
	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	
	Cold temp	X	X	X	X	✓		X	X	X	✓	✓	
	Dust	X	X	X	X	✓		X	X	X	✓	✓	
	Awkward post	X	X	X	X	✓		X	X	X	✓	✓	
	Exertion force	X	X	X	X	✓		X	X	X	✓	✓	
Carrying materials	Repetitive force	X	X	X	X	✓		X	X	X	X	✓	
	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	
	Cold temp	X	X	X	X	✓		X	X	X	✓	✓	
	Dust	X	X	X	X	✓		X	X	X	✓	✓	
	Awkward post	X	X	X	X	✓		X	X	X	✓	✓	
	Exertion force	X	X	X	X	✓		X	X	X	✓	✓	
	Repetitive force	X	X	X	X	✓		X	X	X	✓	✓	
	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	
	Cold temp	X	X	X	X	✓		X	X	X	✓	✓	

Load/unload	Dust Awkward post Exertion force Repetitive force	X X X X	X X X X	X X X X	X √ √ √		X X X X	X X X X	X X X X	√ √ √ √	√ √ √ √	
Watering buildings	Cold temp Awkward posture Unsafe scaffold	X X X	X X X	X X X	X √ √		X X X	X X X	X X X	√ √ √	√ √ √	
Drilling	Noise Vibration Dust Awkward posture Exertion force Unsafe scaffold	X X X X X X	X X X X X X	X X X X X X	X √ √ √ √ √		X X X X	X X X X	X X X X	√ √ √ √ √ √	√ √ √ √ √ √	
Grinding Demolishing /clearing	Hot temp Cold temp Vibration Noise Dust Awkward posture Repetitive force Exertion force Unsafe scaffold	X X X X X X X X X	X X X X X X X X X	X X X X X X X X X	X √ √ √ √ √ √ √ √		X X X X	X X X X	X X X X	X √ √ √ √ √ √ √ X	√ √ √ √ √ √ √ X	
Demolishing/clearing	Hot temp Cold temp Vibration Noise Dust Awkward posture Repetitive force Exertion force Unsafe scaffold Fungi/bacteria	X X X X X X X X X X	X X X X X X X X X X	X X X X X X X X X X	X √ √ √ √ √ √ √ √ √		X X X X	X X X X	X X X X	X √ √ √ √ √ √ √ X	√ √ √ √ √ √ √ X	
Carrying	Hot temp Cold temp Dust Exertion force Repetitive force Awkward posture	X X X X X X	X X X X X X	X X X X X X	X √ √ √ √ √		X X X X	X X X X	X X X X	X √ √ √ √ √	√ √ √ √ √	
	Hot temp Cold temp	X X	X X	X X	√ X	√	X X	X X	X X	X X	√ √	

Digging	Dust Exertion force Repetitive force Awkward posture	X X X X	X X X X	X X X X	X √ √ √		X X X X	X X X X	X X X X	√ √ √ √	√ √ √ √	
Road leveling and asphalt spraying	Heat Smoke Noise Vibration Dust Asphalt Repetitive force	X X X X X X X	X X X X X X X	X X X X X X X	X X X X X X X		X X X X	X X X X	X X X X	X X X X	X X X X	
Road cutting	Vibration Dust Noise Repetitive force Exertion force	X X X X X	X X X X X	X X X X X	X X X X X		X X X X	X X X X	X X X X	X X X X	X X X X	
Crushing	Hot temp Cold temp Noise Vibration Dust/silica Awkward postu Exertion force Repetitive force	X X X X X X X	X X X X X X X	X X X X X X X	X X X X X X X		X X X X	X X X X	X X X X	X X X X	X X X X	
Nursing	Heat Insecticide Mite cide Insect biting Fungi Repetitive force Humidity Carcinogenic Teratogenic Suffocation Long standing hrs	X X X X X X X X X X	X X X X X X X X X X	X X X X X X X X X X	√ √ √ √ √ √ √ √ √ √		X X X X	X X X X	X X X X	X X X X	√ √ √ √ √ √ √ √ √ √	
Cutting	Heat Insecticide Mite-cide Insect biting Fungi	X X X X X	X X X X X	X X X X X	√ √ √ √ √		X X X X	X X X X	X X X X	X X X X	√ √ √ √ √	

flowers	Repetitive force Humidity Carcinogenic Teratogenic Suffocation Long standing	X	X	X	X	√		X	X	X	X	X	√	
Spray and mixing chemicals	Fungicide Insecticide Mite-cide Fungi Suffocation Exertion force Carcinogenic Teratogenic	X	X	X	X	X		X	X	X	X	X	X	
Transportation Loading/unloading	Hot temp Cold temp Fungicide Insecticide Mite-cide Insect biting Fungi Suffocation Repetitive force Exertion force Carcinogenic Teratogenic	X	X	X	√	√		X	X	X	X	X	√	
Packaging	Insecticide Fungi Long standing Repetitive force Exertion force Carcinogenic Teratogenic	X	X	X	X	X		X	X	X	X	X	X	
Green house maintenance	Hot temp Cold temp Long standing Suffocation Exertion force Falling	X	X	X	√	√		X	X	X	X	X	√	
Net	Hot temp	X	X	X	√	√		X	X	X	X	X	√	

preparation	Cold temp Long hour working Insect bite	X X X	X X X	X X X	X X √		X X X	X X X	X √ √	√ √ √	√ √ √		
Fish trapping and local boat drive	Cold temp Insect bite Load/unload Tides –Sinking	X X X X	X X X X	X X X X	X X √ √		X X X X	X X X X	X X X X	√ √ √ √	√ √ √ √		
Heavy load/unload	Contaminated water Insect bites Cold temp Hot temp	X X X X	X X X X	X X X X	√ X X X		X X X X	X X X X	X X X X	√ X X X	√ √ √ √		
Slaughtering and gutting process	Contaminated water Eat raw meet Use of knives Unsafe sharp tools Cold temp Hot temp	X X X X X X	X X X X X X	X X X X X X	√ √ √ √ √ √		X X X X	X X X X	X X X X	√ X X X	√ √ √ √		
Land preparation	Dust Poisonous plant High temp Sun stroke Insect bites Snake bites	X X X X X X	X X X X X X	X X X X X X	√ √ √ √ √ √		X X X X	X X X X	X X X X	√ √ √ √ √ √	√ √ √ √ √ √		
Plowing and sowing	Dust Insects Sun stroke Animal crush Repetitive force Exertion force Hot temp Cold temp	X X X X X X X X	X X X X X X X X	X X X X X X X X	√ √ √ √ √ √ √ √		X X X X	X X X X	X X X X	√ √ √ √ √ √ √ √	√ √ √ √ √ √ √ √		
Cultivation	Insect bite Sun stroke Snake bite Hot temp Cold temp Work load Long hr work Awkward posture	X X X X X X X X	X X X X X X X X	X X X X X X X X	√ √ √ √ √ √ √ √		X X X X	X X X X	X X X X	√ √ √ √ √ √ √ √	√ √ √ √ √ √ √ √		
Chemical	Insecticide	X	X	X	X	X		X	X	X	X	X	

spray	pesticides Insect Animal crash Snake bite Poisonous plant Hot temp Work load	X	X	X	X	X		X	X	X	X	X	
Harvesting	Snake bites	X	X	X	X	X		X	X	X	X	X	
Load/unload	Animal crash and bites	X	X	X	X	✓		X	X	X	✓	✓	
Carry cotton	Sun stroke	X	X	X	X	✓		X	X	X	✓	✓	
	Poisonous plant	X	X	X	X	✓		X	X	X	✓	✓	
	Specific finger	X	X	X	X	✓		X	X	X	✓	✓	
	Hot temp	X	X	X	X	✓		X	X	X	✓	✓	
	Humidity	X	X	X	X	✓		X	X	X	✓	✓	
	Work load	X	X	X	X	✓		X	X	X	✓	✓	
	Speedy	X	X	X	X	✓		X	X	X	✓	✓	
	Responsibility	X	X	X	X	✓		X	X	X	✓	✓	
	Long hrs carry	X	X	X	X	✓		X	X	X	✓	✓	
Washing	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	
	Cold tem	X	X	X	X	✓		X	X	X	✓	✓	
	Animal crash	X	X	X	X	✓		X	X	X	X	✓	
	Repetitive force	X	X	X	X	✓		X	X	X	X	✓	
Feeding and herding	Dust	X	X	X	X	✓		X	X	X	X	✓	
	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	
	Cold temp	X	X	X	X	✓		X	X	X	✓	✓	
	Fear of accident	X	X	X	X	✓		X	X	X	X	✓	
	Animal crash	X	X	X	X	✓		X	X	X	X	✓	
Food preparation And straw mgt	Dust	X	X	X	X	✓		X	X	X	✓	✓	
	Cold temp	X	X	X	X	X		X	X	X	✓	✓	
	Straw pile fall	X	X	X	X	✓		X	X	X	✓	✓	
	Insect bites	X	X	X	X	✓		X	X	X	✓	✓	
	Bacteria, fungi	X	X	X	X	✓		X	X	X	✓	✓	
	Virus	X	X	X	X	✓		X	X	X	✓	✓	
	Awkward posture	X	X	X	X	✓		X	X	X	✓	✓	
Nursing/deli- ry and medication	Animal fluid	X	X	X	X	X		X	X	X	X	X	
	Cont. drugs	X	X	X	X	X		X	X	X	X	X	
	Chemicals	X	X	X	X	X		X	X	X	X	X	
Cleaning barn	Animal wastes	X	X	X	X	✓		X	X	X	✓	✓	
	Bacteria, virus, fungi	X	X	X	X	✓		X	X	X	✓	✓	
	Dust	X	X	X	X	✓		X	X	X	✓	✓	

	Awkward posture	X	X	X	X	√		X	X	X	√	√	
Barn construction	Dust	X	X	X	X	√		X	X	X	√	√	
	Falling	X	X	X	X	√		X	X	X	√	√	
	Sharp materials	X	X	X	X	√		X	X	X	√	√	
Milking and milk processing	Animal crash	X	X	X	X	√		X	X	X	√	√	
	Insects and arthropod	X	X	X	X	√		X	X	X	√	√	
	Fear accident	X	X	X	X	√		X	X	X	√	√	
	Awkward posture	X	X	X	X	√		X	X	X	√	√	
Egg collection Carrying	Exposure to animal and its waste	X	X	X	X	X		X	X	X	X	X	
Collect, load, unload & transportation	Sharp materials	X	X	X	X	X		X	X	X	X	X	
	Contamination	X	X	X	X	X		X	X	X	X	X	
	Car accident	X	X	X	X	X		X	X	X	X	X	
	Chemicals	X	X	X	X	X		X	X	X	X	X	
	Poor hygiene	X	X	X	X	X		X	X	X	X	X	
	Falling	X	X	X	X	X		X	X	X	X	X	
Guard/security	Hot temp	X	X	X	X	X		X	X	X	X	X	
	Cold temp	X	X	X	X	X		X	X	X	X	X	
	Long hrs stand	X	X	X	X	X		X	X	X	X	X	
	Long hr sitting	X	X	X	X	X		X	X	X	X	X	
Reception	Long hr sitting	X	X	X	X	X		X	X	X	X	X	
Cleaning/Janitors, laundry and house keeping	Contact with detergents	X	X	X	X	√		X	X	X	√	√	
	Repetitive force	X	X	X	X	√		X	X	X	√	√	
	Contamination	X	X	X	X	√		X	X	X	√	√	
	Insects bites	X	X	X	X	√		X	X	X	√	√	
	Communicable disease	X	X	X	X	√		X	X	X	√	√	
	Sexual abuse	X	X	X	X	X		X	X	X	X	X	
	Physical attack	X	X	X	X	X		X	X	X	X	X	
Cooking	Hot temp	X	X	X	√	√		X	X	X	X	√	
	Boiled water	X	X	X	X	X		X	X	X	X	X	
	Steam	X	X	X	X	√		X	X	X	X	X	
	Smoke	X	X	X	X	√		X	X	X	X	X	
	Kerosene	X	X	X	X	√		X	X	X	X	X	
	Food additive	X	X	X	X	√		X	X	X	X	X	
	Fire break	X	X	X	X	√		X	X	X	X	X	
	Sharp hand tools	X	X	X	X	√		X	X	X	X	X	
	Unguarded/loose electric sockets and breakers	X	X	X	X	√		X	X	X	X	X	
	Alcohol	X	X	X	X	√		X	X	X	X	√	

	Awkward posture	X	X	X	X	✓		X	X	X	X	✓	
Catering/services/waiter/waitress and attendant	Low light	X	X	X	X	X		X	X	X	X	X	
	Noise	X	X	X	X	✓		X	X	X	X	✓	
	Slippery floor	X	X	X	X	✓		X	X	X	X	✓	
	Absence or weak stair supports	X	X	X	X	✓		X	X	X	X	✓	
	Long hour walking	X	X	X	X	✓		X	X	X	X	✓	
	Shift work	X	X	X	X	✓		X	X	X	X	✓	
Maintenance	Slippery floor	X	X	X	X	✓		X	X	X	X	✓	
	Unguarded or loosely fixed electric sockets and breakers	X	X	X	X	X		X	X	X	X	X	
West Collection	Contamination with different chemicals	X	X	X	X	✓		X	X	X	X	✓	
	Contamination/fungi, bacteria, micro organisms,	X	X	X	X	✓		X	X	X	X	✓	
Casher	Contamination with different chemicals	X	X	X	X	✓		X	X	X	X	✓	
Loading and Unloading	Repetitive force	X	X	X	X	✓		X	X	X	X	✓	
	Long hour working	X	X	X	X	✓		X	X	X	X	✓	
Reception and Translation guide	Hot temperature	X	X	X	✓	✓		X	X	X	X	✓	
	Cold temperature	X	X	X	X	✓		X	X	X	X	✓	
	Awkward posture	X	X	X	X	✓		X	X	X	X	✓	
Travelling, goods and services transaction	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	
	Cold temp	X	X	X	X	✓		X	X	X	X	✓	
	Drug abuse	X	X	X	X	X		X	X	X	X	X	
	Car crash	X	X	X	X	X		X	X	X	X	X	
	Sexual abuse	X	X	X	X	X		X	X	X	X	X	
	Snake bites	X	X	X	X	X		X	X	X	X	X	
	Animal bites	X	X	X	X	X		X	X	X	X	X	
	Heavy load	X	X	X	X	✓		X	X	X	X	✓	
	Cultural conflict	X	X	X	X	X		X	X	X	X	X	
	Low light	X	X	X	X	X		X	X	X	X	X	
	Contact with Fluid	X	X	X	X	X		X	X	X	X	X	
	Walking long distances	X	X	X	X	✓		X	X	X	X	✓	
Messengers Carry materials	Additive substances	X	X	X	X	X		X	X	X	X	X	
	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	
	Cold temp	X	X	X	X	✓		X	X	X	X	✓	
	Heavy load	X	X	X	X	X		X	X	X	X	X	
	Long distance	X	X	X	X	✓		X	X	X	X	✓	
Canal	Hot temp	X	X	X	✓	✓		X	X	X	X	✓	



(C) Level 3 (a): Deciding which activities and occupations are hazardous for who (use level 2 a and 32b as reference points)

At level three, it was discussed to put “*marginal level of hazard*” as acceptable hazard with due care from employers and employees side so that children, according to the possible hazard type, can be allowed to start to work at the age specified in the tables that follow, through the hazards are expected to happen marginally. This is labeled as acceptable because of two major reasons: First, there is maximum possibility to prevent the occurrence of the hazard if due care is taken and second the hazard types are not serious and do not lead to death, offsite release and permanent injuries and disabilities on the affected worker. However, at or below the ages when there is a possibility of catastrophic and critical hazards, we do not recommend the employment of children below 18 years old.

Industry /Sector	Occupati on	List of tasks/activities and hazards	Degree of the hazard	Likely Frequency on girls by age group (Frequent, Probable, Occasional, Remote, Improbable)					Proposed actions/measures/ Recommendation
				< 14	14	15	16	17	
Manufacturing	Garage and maintenance	Mechanics ( hot, cold, contact with grease, Benzene, naphtha, exertion force )	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
		Electricity (awkward posture, inhaling lead)	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
		Tyre repair (hot, cold, exertion force, repetitive force, dust)	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
		Welding/grinding (fume, mist, lead odor, IR)	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
			Catastrophic						

<i><b>Flour mills</b></i>	Painting (inhaling lea, odor of lead, awkward posture, calcium carbonate)	<i>Critical</i>							Do not allow below 18
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							
	Body making (vibration (HAV), noise)	<i>Critical</i>							Do not allow below 18
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							
	Cleaning parts (dust, Benzene, naphtha grease)	<i>Critical</i>							Do not allow below 18
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							
	Lifting, load/unload motor parts (exertion and repetitive forces)	<i>Critical</i>							Do not allow below 18
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							
	Filtering dust (dust)	<i>Critical</i>							Children can start to work by 17 yrs
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							
	Operating machine and maintenance (noise, hot, grease, vibration, dust, night work)	<i>Critical</i>							Do not allow below 18
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							
	Welding (fume, mist, IR)	<i>Critical</i>							Do not allow below 18
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							
	Load/unload (exertion and repetitive forces)	<i>Critical</i>							Children can start to work by 17 yrs
		<i>Marginal</i>							
		<i>Negligible</i>							
		<i>Catastrophic</i>							

		Cleaning (dust, fungi)	Catastrophic							Children can start to work by 17 yrs	
			Critical								
			Marginal								
			Negligible								
	Edible oil mills	Filtering dust (dust, exertion and repetitive forces)	Catastrophic							Children can start to work by 17 yrs	
			Critical								
			Marginal								
			Negligible								
	Traditional Weaving	Heavy loading (exertion and repetitive forces)	Catastrophic							Children can start to work by 17 yrs	
			Critical								
			Marginal								
			Negligible								
	Leather and foot wear	Cleaning (dust, low light, poor housekeeping)	Catastrophic							Children can start to work by 17 yrs	
			Critical								
			Marginal								
			Negligible								
	Traditional Weaving	Machine operating (hot, low light, night work)	Catastrophic							Do not allow below 18	
			Critical								
			Marginal								
			Negligible								
	Traditional Weaving	Weaving (dust, long hr working, awkward posture, confined place, poor housekeeping)	Catastrophic							Children can start to work by 17 yrs	
			Critical								
			Marginal								
			Negligible								
	Traditional Weaving	Looming/spinning/rolling threads (dust, awkward posture and repetitive force)	Catastrophic							Children can start to work by 17 yrs	
			Critical								
			Marginal								
			Negligible								
	Sewing and molding	Sewing and molding (hot, low light , repetitive force, Kerosene, confined place, awkward	Catastrophic							Children can start to work by 17 yrs	
			Critical								
			Marginal								

		<i>posture, dust)</i>	<i>Negligible</i>	Red	Red	Red	Red	Red	Red	
<i>Spray (thinner, ink/lead)</i>		<i>Catastrophic</i>	Red	Red	Red	Red	Red	Red	Red	Do not allow below 18
		<i>Critical</i>	White	White	White	White	White	White	White	
		<i>Marginal</i>	White	White	White	White	White	White	White	
		<i>Negligible</i>	White	White	White	White	White	White	White	
<i>Fitting/stamping/adhesive (Kerosene, confined place, sticking)</i>		<i>Catastrophic</i>	Red	Red	Red	Red	Red	Red	Red	Do not allow below 18
		<i>Critical</i>	White	White	White	White	White	White	White	
		<i>Marginal</i>	White	White	White	White	White	White	White	
		<i>Negligible</i>	White	White	White	White	White	White	White	
<i>Grinding (HAV, dust)</i>		<i>Catastrophic</i>	Red	Red	Red	Red	Red	Red	Red	Children can start to work by 17 yrs
		<i>Critical</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Marginal</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Negligible</i>	Red	Red	Red	Red	Red	Red	Red	
<i>Packing and finishing (awkward)</i>		<i>Catastrophic</i>	Red	White	White	White	White	White	White	Children can start to work by 16 yrs
		<i>Critical</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Marginal</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Negligible</i>	Red	Red	Red	Red	Red	Red	-	
<i>Carrying raw materials, load, unload (awkward, exertion, repetitive, fungi/bacteria)</i>		<i>Catastrophic</i>	Red	White	White	White	White	White	White	Children can start to work by 16 yrs
		<i>Critical</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Marginal</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Negligible</i>	Red	Red	Red	Red	Red	Red	Red	
<i>Cutting/machine and manual (vibration, noise, unguarded gear, dust, work in fixed position, long time, Hot temp)</i>		<i>Catastrophic</i>	Red	Red	Red	Red	Red	Red	Red	Do not allow below 18
		<i>Critical</i>	White	White	White	White	White	White	White	
		<i>Marginal</i>	White	White	White	White	White	White	White	
		<i>Negligible</i>	White	White	White	White	White	White	White	
<i>Surface finishing (dust, repetitive force, fixed position, heavy tools)</i>		<i>Catastrophic</i>	Red	Red	Red	Red	Red	Red	Red	Children can start to work by 17 yrs
		<i>Critical</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Marginal</i>	Red	Red	Red	Red	Red	Red	Red	
		<i>Negligible</i>	Red	Red	Red	Red	Red	Red	Red	
<i>Assembling (glue, exertion force)</i>		<i>Catastrophic</i>	Red	White	White	White	White	White	White	Children can start to
		<i>Critical</i>	Red	Red	Red	Red	Red	Red	Red	

			Marginal							work by 16 yrs	
			Negligible								
			Catastrophic								
			Critical								
			Marginal								
			Negligible								
Metal work	Painting (varnish (ink and thinner))	Load/unload (bacteria, repetitive, heavy load, awkward posture)	Catastrophic							Do not allow below 18	
			Critical								
			Marginal								
			Negligible								
			Catastrophic								
	Cutting and grinding (metal dust, noise, vibration, IR, repetitive force, mists)		Critical							Children can start to work by 17 yrs	
			Marginal								
			Negligible								
			Catastrophic								
Construction	Painting (carcinogenic)	Assembling and welding (low light, IR, fire, flame, mists, fume, CO, NO2, acetylene, explosion, hot temp)	Critical							Do not allow below 18	
			Marginal								
			Negligible								
			Catastrophic								
			Critical								
	Traditional manual forging, grinding, heating (Fire, flame, burn, repetitive force, exertion force, awkward posture)		Marginal							Do not allow below 18	
			Negligible								
			Catastrophic								
			Critical								
	Cement mixing (noise, vibration, hot, cold temp, cement dust, awkward posture, standing work, repetitive and exertion forces, falling objectives.)		Marginal							Children can start to work by 17 yrs	
			Negligible								
			Catastrophic								
			Critical								
			Marginal								

Residence house constructio n  And maintenanc e	Carpentry (wood dust, noise, repetitive force, awkward posture, exertion force, falling object, unsafe scaffold)	Critical							Children can start to work by 17 yrs
		Marginal							
		Negligible							
		Catastrophic							
	Masonry and [plastering (wood dust, noise, repetitive, awkward posture, exertion force, falling objects and unsafe scaffold)	Critical							Children can start to work by 17 yrs
		Marginal							
		Negligible							
		Catastrophic							Children can start to work by 17 yrs
	Electric installation (dust, awkward posture, exertion force, unsafe scaffold)	Critical							
		Marginal							
		Negligible							
		Catastrophic							
	Water pipe/plumber (dust, awkward posture, exertion force, unsafe scoff hold)	Critical							Children can start to work by 17 yrs
		Marginal							
		Negligible							
		Catastrophic							
	Painting (ink/lead, varnish, Kerosene, Gypsum, aqua raj, awkward posture, repetitive force, unsafe scaffold,	Critical							Don not allow below 18
		Marginal							
		Negligible							
		Catastrophic							
	Digging (cold, dust, awkward posture, exertion and repetitive forces)	Critical							Children can start to work by 17 yrs
		Marginal							
		Negligible							
		Catastrophic							
	Carrying materials (hot, cold, dust, awkward posture, exertion & repetitive forces)	Critical							Children can start to work by 17 yrs
		Marginal							
		Negligible							
		Catastrophic							
	Load/unload (hot, cold, dust, awkward, exertion & repetitive forces)	Critical							Children can start to work by 17 yrs
		Marginal							
		Negligible							

		<i>Watering buildings (cold, awkward, unsafe scaffold)</i>	<i>Catastrophic</i>									Children can start to work by 17 yrs
		<i>Drilling (noise, vibration, dust, awkward, exertion force, unsafe scaffold)</i>	<i>Critical</i>									Children can start to work by 17 yrs
		<i>Drilling (noise, vibration, dust, awkward, exertion force, unsafe scaffold)</i>	<i>Marginal</i>									Children can start to work by 17 yrs
		<i>Drilling (noise, vibration, dust, awkward, exertion force, unsafe scaffold)</i>	<i>Negligible</i>									Children can start to work by 17 yrs
		<i>Grinding, (hot, cold, vibration, noise, dust, awkward, repetitive &amp; exertion force, unsafe scaffold)</i>	<i>Catastrophic</i>									Children can start to work by 17 yrs
		<i>Grinding, (hot, cold, vibration, noise, dust, awkward, repetitive &amp; exertion force, unsafe scaffold)</i>	<i>Critical</i>									Children can start to work by 17 yrs
		<i>Grinding, (hot, cold, vibration, noise, dust, awkward, repetitive &amp; exertion force, unsafe scaffold)</i>	<i>Marginal</i>									Children can start to work by 17 yrs
		<i>Grinding, (hot, cold, vibration, noise, dust, awkward, repetitive &amp; exertion force, unsafe scaffold)</i>	<i>Negligible</i>									Children can start to work by 17 yrs
		<i>demolishing, clearing(hot, cold, vibration, noise, dust, awkward posture, repetitive force, exertion force, unsafe scaffold, fungi and bacteria)</i>	<i>Catastrophic</i>									Children can start to work by 17 yrs
		<i>demolishing, clearing(hot, cold, vibration, noise, dust, awkward posture, repetitive force, exertion force, unsafe scaffold, fungi and bacteria)</i>	<i>Critical</i>									Children can start to work by 17 yrs
		<i>demolishing, clearing(hot, cold, vibration, noise, dust, awkward posture, repetitive force, exertion force, unsafe scaffold, fungi and bacteria)</i>	<i>Marginal</i>									Children can start to work by 17 yrs
		<i>demolishing, clearing(hot, cold, vibration, noise, dust, awkward posture, repetitive force, exertion force, unsafe scaffold, fungi and bacteria)</i>	<i>Negligible</i>									Children can start to work by 17 yrs
<i>Road construction and maintenance</i>	<i>Carrying materials (hot, cold, dust, exertion &amp; repetitive forces, awkward posture)</i>	<i>Catastrophic</i>										Children can start to work by 17 yrs
		<i>Critical</i>										
		<i>Marginal</i>										
		<i>Negligible</i>										
	<i>Digging (hot, cold, dust, exertion &amp; repetitive forces, awkward posture)</i>	<i>Catastrophic</i>										Children can start to work by 17 yrs
		<i>Critical</i>										
		<i>Marginal</i>										
		<i>Negligible</i>										
	<i>Roads leveling and asphalt spraying (heat, smoke, noise, vibration, dust, asphalt, repetitive)</i>	<i>Catastrophic</i>										Do not allow below 18
		<i>Critical</i>										
		<i>Marginal</i>										
		<i>Negligible</i>										
	<i>Crashing (hot, cold, noise, vibration, dust/silica, awkward, exertion &amp; repetitive forces</i>	<i>Catastrophic</i>										Do not allow below 18
		<i>Critical</i>										
		<i>Marginal</i>										

Agriculture			Negligible							Children can start to work by 17 yrs
			Catastrophic							
Agriculture	Fisher y	Nursing (heat, insecticide, miticide, insect biting, fungi, repetitive, humidity, <b>carcinogenic, teratogenic</b> , suffocation, long standing)	Critical							Children can start to work by 17 yrs
			Marginal							
			Negligible							
			Catastrophic							
			Critical							
		Cutting flowers (heat, insecticide, miticide, insect biting, fungi, repetitive force, humidity, <b>carcinogenic, teratogenic</b> , suffocation, long standing)	Marginal							Children can start to work by 17 yrs
			Negligible							
			Catastrophic							
			Critical							
			Marginal							
Agriculture	Fisher y	Spray and mixing chemicals (fungicide, insecticide, miticide, fungi, suffocation, exertion force, carcinogenic, teratogenic)	Negligible							Do not allow below 18
			Catastrophic							
			Critical							
			Marginal							
			Negligible							
		Transportation, load, unload (hot, cold, fungicide, insecticide, miticide, insect biting, fungi, suffocation, repetitive force, exertion force, carcinogenic, teratogenic)	Catastrophic							Do not allow below 18
			Critical							
			Marginal							
			Negligible							
			Catastrophic							
Agriculture	Fisher y	Packing (insecticide, fungi, long standing, repetitive force, exertion force, carcinogenic, teratogenic)	Critical							Do not allow below 18
			Marginal							
			Negligible							
			Catastrophic							
			Critical							
		Green house maintenance (hot, cold, long standing, suffocation, exertion force, falling)	Marginal							Do not allow below 18
			Negligible							
			Catastrophic							
			Critical							
			Marginal							
Agriculture	Fisher y	Net preparation (hot, cold, long hr working, insect bite)	Negligible							Children can start to work by 16 yrs
			Catastrophic							
			Critical							
			Marginal							
			Negligible							
			Catastrophic							

		<i>Fish trapping and local boat drive (cold, insect bite, tide/sinking)</i>	<i>Critical</i>							Children can start to work by 16 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
		<i>Heavy load and unload (contaminated water, insect bites, cold, hot)</i>	<i>Critical</i>							Do not allow below 18
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
		<i>Slaughtering and gutting (contaminated water, eat raw meat, use of sharp materials, contact with animal fluid, cold, hot temp)</i>	<i>Critical</i>							Children can start to work by 17 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
	<i>Cotton plantation and farming</i>	<i>Land preparation (dust. Poisonous plant, hot temp, sun stroke, insect bites, snake bite)</i>	<i>Critical</i>							Children can start to work by 17 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
		<i>Plowing and sowing (dust, insect, sunstroke, animal crash, repetitive &amp; exertion force, hot, cold)</i>	<i>Critical</i>							Children can start to work by 17 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
		<i>Cultivation (insect bite, sunstroke, snakebite, hot, cold, work load, long hr work, awkward posture)</i>	<i>Critical</i>							Children can start to work by 17 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
	<i>Spray (insecticide, pesticide, insect, animal crash, snake bite, poisonous plants, hot temp, work load)</i>	<i>Critical</i>								Do not allow below 18
		<i>Marginal</i>								
		<i>Negligible</i>								
		<i>Catastrophic</i>								
		<i>Harvesting, load, unload, carrying cotton (snakebite, animal crash &amp; bites, sunstroke, poisonous plants, specific finger, hot, humidity, work load, speedy, high responsibility, long hr carrying)</i>	<i>Critical</i>							Children can start to work by 17 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							

<i>Animal herding/fattening, husbandry mammals, small ruminants and domestic animals</i>	<i>Washing (hot, cold, animal crash, repetitive force,)</i>	<i>Catastrophic</i>							<i>Children can start to work by 17 yrs</i>
		<i>Critical</i>							
		<i>Marginal</i>							
		<i>Negligible</i>							
	<i>Feeding and herding (dust, hot, cold, fear of accident, animal crash)</i>	<i>Catastrophic</i>							<i>Children can start to work by 17 yrs</i>
		<i>Critical</i>							
		<i>Marginal</i>							
		<i>Negligible</i>							
	<i>Food preparation and straw management (dust, cold, hot, straw pile falling, insect bite, bacteria, fungi, virus, awkward posture)</i>	<i>Catastrophic</i>							<i>Children can start to work by 17 yrs</i>
		<i>Critical</i>							
		<i>Marginal</i>							
		<i>Negligible</i>							
	<i>Nursing, delivery and medication (animal fluid, exposure to drugs, chemical,)</i>	<i>Catastrophic</i>							<i>Do not allow below 18</i>
		<i>Critical</i>							
		<i>Marginal</i>							
		<i>Negligible</i>							
	<i>Cleaning bars (animal waste, bacteria, virus, fungi, dust, awkward posture)</i>	<i>Catastrophic</i>							<i>Children can start to work by 17 yrs</i>
		<i>Critical</i>							
		<i>Marginal</i>							
		<i>Negligible</i>							
	<i>Bar construction (dust, falling, sharp materials)</i>	<i>Catastrophic</i>							<i>Children can start to work by 17 yrs</i>
		<i>Critical</i>							
		<i>Marginal</i>							
		<i>Negligible</i>							
	<i>Milking and milk processing (animal crash, insect and arthropod, fear of animal and awkward posture)</i>	<i>Catastrophic</i>							<i>Children can start to work by 17 yrs</i>
		<i>Critical</i>							
		<i>Marginal</i>							
		<i>Negligible</i>							
	<i>Egg collection and carrying (exposure to animal and its waste)</i>	<i>Catastrophic</i>							<i>Children can start to work by 17 yrs</i>
		<i>Critical</i>							
		<i>Marginal</i>							

Services			Negligible						Do not allow below 18
			Catastrophic						
Solid waste collection and management	Collect, load, unload and transport (sharp materials, contact with different contaminated things, car accident, chemicals, poor hygiene, falling)		Critical						Do not allow below 18
			Marginal						
			Negligible						
			Catastrophic						
	Guard/security (hot, cold, long hr standing, long hr sitting (		Critical						Do not allow below 18
			Marginal						
			Negligible						
			Catastrophic						
	Reception (long hr sitting)		Critical						Children can start to work by 17 yrs
			Marginal						
			Negligible						
			Catastrophic						
Hotels, bars, restaurants and entertainments	Cleaning/janitor, laundry and housekeeping (detergents, repetitive force, contamination, insect bites, communicable disease, <b>sexual abuse, physical attack</b> )		Critical						Children can start to work by 17 yrs but avoid sexual abuse and physical attacks
			Marginal						
			Negligible						
			Catastrophic						
	Cooking (hot, boiled water, steam, Kerosene, food additives, fire break, sharp hand tools, unguarded and loose electric sockets and breakers, alcohol, awkward posture, <b>night work</b> )		Critical						Children can start to work by 17 yrs but avoid night work
			Marginal						
			Negligible						
			Catastrophic						
	Waitress/waiter/attendants ( <b>low light, noise, slippery floor, absence of weak stair support, long hr working, shift working, night work</b> )		Critical						Children can start to work by 17 yrs but avoid low light, noise and night work
			Marginal						
			Negligible						
			Catastrophic						
Maintenance	Maintenance (slippery floor, unguarded or loosely fixed electric sockets and breakers)		Critical						Do not allow below 18
			Marginal						
			Negligible						
			Catastrophic						
	Waste collection (contamination with different chemicals, fungi, bacterial and micro organisms)		Critical						

		<i>Marginal</i>							Do not allow below 18
		<i>Negligible</i>							
<i>Cashier (fixed contamination with different chemicals-dust of money)</i>	<i>Catastrophic</i>								Children can start to work by 17 yrs
	<i>Critical</i>								
	<i>Marginal</i>								
	<i>Negligible</i>								
<i>Load, unloading (long hr, repetitive force)</i>	<i>Catastrophic</i>								Children can start to work by 17 yrs
	<i>Critical</i>								
	<i>Marginal</i>								
	<i>Negligible</i>								
<i>Reception, translation and guide work (cold, hot, awkward)</i>	<i>Catastrophic</i>								Children can start to work by 17 yrs
	<i>Critical</i>								
	<i>Marginal</i>								
	<i>Negligible</i>								
<i>Travelling, good and service transaction (cold, hot, drug, car crash, sexual abuse, snake bite, animal bite, heavy load, cultural conflict, low light, walk long distances)</i>	<i>Catastrophic</i>								Do not allow below 18
	<i>Critical</i>								
	<i>Marginal</i>								
	<i>Negligible</i>								
<i>Messengers and carry materials (addictive substances, cold, hot, heavy load, long distance)</i>	<i>Catastrophic</i>								Do not allow below 18
	<i>Critical</i>								
	<i>Marginal</i>								
	<i>Negligible</i>								

## Tourism

(D) Level 3 (b): Deciding which activities and occupations are hazardous for who (use level 2 a and 2b as reference points)

Industry /Sector	Occupation	List of tasks/activities and hazards	Degree of the hazard	Likely Frequency on boys by age group (Frequent, Probable, Occasional, Remote, Improbable)					Proposed actions/measures/Recommendation
				< 14	14	15	16	17	
Manufacturing	Garage and maintenance	Mechanics ( hot, cold, contact with grease, Benzene, naphtha, exertion force )	Catastrophic						Do not allow below 18 years
			Critical						
			Marginal						
			Negligible						
		Electricity (awkward posture, inhaling lead)	Catastrophic						Do not allow below 18 years
			Critical						
			Marginal						
			Negligible						
		Tyre repair (hot, cold, exertion force, repetitive force, dust)	Catastrophic						Do not allow below 18 years
			Critical						
			Marginal						
			Negligible						
		Welding/grinding (fume, mist, lead odor, IR)	Catastrophic						Do not allow below 18 years
			Critical						
			Marginal						
			Negligible						
		Painting (inhaling lea, odor of lead, awkward posture, calcium carbonate)	Catastrophic						Do not allow below 18 years
			Critical						
			Marginal						
			Negligible						
		Body making (vibration (HAV), noise)	Catastrophic						Do not allow below 18 years
			Critical						
			Marginal						
			Negligible						
			Catastrophic						

		Cleaning parts (dust, Benzene, naphtha grease)	<i>Critical</i>							Do not allow below 18 years
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
		Lifting, load/unload motor parts (exertion and repetitive forces)	<i>Critical</i>							Do not allow below 18 years
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
Flour mills	Filtering dust (dust)	Operating machine and maintenance (noise, hot, grease, vibration, dust, night work)	<i>Critical</i>							Children can start the work by 17 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
	Welding (fume, mist, IR)	Load/unload (exertion and repetitive forces)	<i>Critical</i>							Do not allow below 18 years
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							
	Cleaning (dust, fungi)	Filtering dust (dust, exertion and repetitive forces)	<i>Critical</i>							Children can start the work by 17 yrs
			<i>Marginal</i>							
			<i>Negligible</i>							
			<i>Catastrophic</i>							

		Heavy loading (exertion and repetitive forces)	Catastrophic									Children can start the work by 17 yrs
			Critical									
			Marginal									
			Negligible									
	Edible oil mills	Cleaning (dust, low light, poor housekeeping)	Catastrophic									Children can start the work by 17 yrs
			Critical									
			Marginal									
			Negligible									
	Traditional weaving	Machine operating (hot, low light, night work)	Catastrophic									Do not allow below 18 yrs
			Critical									
			Marginal									
			Negligible									
	Leather and foot wear production	Weaving (dust, long hr working, awkward posture, confined place, poor housekeeping)	Catastrophic									Children can start the work by 17 yrs
			Critical									
			Marginal									
			Negligible									
	Leather and foot wear production	Looming/spinning/rolling threads (dust, awkward posture and repetitive force)	Catastrophic									Children can start the work by 17 yrs
			Critical									
			Marginal									
			Negligible									
	Leather and foot wear production	Sewing and molding (hot, low light , repetitive force, Kerosene, confined place, awkward posture, dust)	Catastrophic									Children can start the work by 17 yrs
			Critical									
			Marginal									
			Negligible									
	Leather and foot wear production	Spray (thinner, ink/lead)	Catastrophic									Do not allow below 18
			Critical									
			Marginal									
			Negligible									
	Leather and foot wear production	Fitting/stamping/adhesive (Kerosene, confined place, sticking)	Catastrophic									Do not allow below 18
			Critical									
			Marginal									

		<i>Negligible</i>						
<i>Grinding (HAV, dust)</i>	<i>Catastrophic</i>							Children can start the work by17 yrs
<i>Packing and finishing (awkward)</i>	<i>Critical</i>							Children can start the work by16 yrs
<i>Wood work</i>	<i>Marginal</i>							Children can start the work by16 yrs
<i>Carrying raw materials, load, unload (awkward, exertion, repetitive, fungi/bacteria)</i>	<i>Negligible</i>							Do not allow below 18
<i>Cutting/machine and manual (vibration, noise, unguarded gear, dust, work in fixed position, long time, Hot temp)</i>	<i>Catastrophic</i>							Children can start the work by17 yrs
<i>Surface finishing (dust, repetitive force, fixed position, heavy tools)</i>	<i>Critical</i>							Children can start the work by16 yrs
<i>Assembling (glue, exertion force)</i>	<i>Marginal</i>							Do not allow below 18
<i>Painting (varnish (ink and thinner))</i>	<i>Negligible</i>							Children can start the work by17 yrs
<i>Load/unload (bacteria, repetitive, heavy load, awkward posture)</i>	<i>Catastrophic</i>							Children can start the work by16 yrs

			<i>Marginal</i>								work by 17 yrs
			<i>Negligible</i>								
		<i>Cutting and grinding (metal dust, noise, vibration, IR, repetitive force, mists)</i>	<i>Catastrophic</i>								
			<i>Critical</i>								
			<i>Marginal</i>								
			<i>Negligible</i>								
		<i>Painting (carcinogenic)</i>	<i>Catastrophic</i>								
			<i>Critical</i>								
			<i>Marginal</i>								
			<i>Negligible</i>								
		<i>Assembling and welding (low light, IR, fire, flame, mists, fume, CO, NO<sub>2</sub>, acetylene, explosion, hot temp)</i>	<i>Catastrophic</i>								
			<i>Critical</i>								
			<i>Marginal</i>								
			<i>Negligible</i>								
		<i>Traditional manual forging, grinding, heating (Fire, flame, burn, repetitive force, exertion force, awkward posture)</i>	<i>Catastrophic</i>								
			<i>Critical</i>								
			<i>Marginal</i>								
			<i>Negligible</i>								
		<i>Cement mixing (noise, vibration, hot, cold temp, cement dust, awkward posture, standing work, repetitive and exertion forces, falling objectives,)</i>	<i>Catastrophic</i>								
			<i>Critical</i>								
			<i>Marginal</i>								
			<i>Negligible</i>								
		<i>Carpentry (wood dust, noise, repetitive force, awkward posture, exertion force, falling object, unsafe scaffold)</i>	<i>Catastrophic</i>								
			<i>Critical</i>								
			<i>Marginal</i>								
			<i>Negligible</i>								
		<i>Masonry and plastering (wood dust, noise, repetitive, awkward posture, exertion force, falling objects and unsafe scaffold)</i>	<i>Catastrophic</i>								
			<i>Critical</i>								
			<i>Marginal</i>								
			<i>Negligible</i>								
											Children can start the work by 16 yrs
											Children can start the work by 16 yrs
											Children can start the work by 16 yrs

Construction	Residence house construction And maintenance	Electric installation (dust, awkward posture, exertion force, unsafe scaffold)	Catastrophic						Children can start the work by 16 yrs
			Critical						
			Marginal						
			Negligible						
		Water pipe/plumber (dust, awkward posture, exertion force, unsafe scoff hold)	Catastrophic						Children can start the work by 16 yrs
			Critical						
			Marginal						
			Negligible						
		Painting (ink/lead, varnish, Kerosene, Gypsum, aqua raj, awkward posture, repetitive force, unsafe scaffold,	Catastrophic						Don not allow below 18
			Critical						
			Marginal						
			Negligible						
		Digging (cold, dust, awkward posture, exertion and repetitive forces)	Catastrophic						Children can start the work by 16 yrs
			Critical						
			Marginal						
			Negligible						
		Carrying materials (hot, cold, dust, awkward posture, exertion & repetitive forces)	Catastrophic						Children can start the work by 16 yrs
			Critical						
			Marginal						
			Negligible						
		Load/unload (hot, cold, dust, awkward, exertion & repetitive forces)	Catastrophic						Children can start the work by 16 yrs
			Critical						
			Marginal						
			Negligible						
		Watering buildings (cold, awkward, unsafe scaffold)	Catastrophic						Children can start the work by 16 yrs
			Critical						
			Marginal						
			Negligible						
		Drilling (noise, vibration, dust, awkward, exertion	Catastrophic						Children can start the work by 16 yrs
			Critical						

		<i>force, unsafe scaffold)</i>	<i>Marginal</i>							work by16 yrs
		<i>Grinding, (hot, cold, vibration, noise, dust, awkward, repetitive &amp; exertion force, unsafe scaffold)</i>	<i>Negligible</i>							
		<i>demolishing, clearing(hot, cold, vibration, noise, dust, awkward posture, repetitive force, exertion force, unsafe scaffold, fungi and bacteria)</i>	<i>Catastrophic</i>							Children can start the work by16 yrs
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
	<i>Road construction and maintenance</i>	<i>Carrying materials (hot, cold, dust, exertion &amp; repetitive forces, awkward posture)</i>	<i>Catastrophic</i>							Children can start the work by16 yrs
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
		<i>Digging (hot, cold, dust, exertion &amp; repetitive forces, awkward posture)</i>	<i>Catastrophic</i>							Children can start the work by16 yrs
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
		<i>Roads leveling and asphalt spraying (heat, smoke, noise, vibration, dust, asphalt, repetitive)</i>	<i>Catastrophic</i>							Do not allow below 18
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
	<i>Nursing</i>	<i>Crashing (hot, cold, noise, vibration, dust/silica, awkward, exertion &amp; repetitive forces</i>	<i>Catastrophic</i>							Do not allow below 18
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
		<i>Nursing (heat, insecticide, miticide, insect biting, fungi, repetitive, humidity, carcinogenic, teratogenic, suffocation, long standing)</i>	<i>Catastrophic</i>							Children can start the work by16 yrs
		<i>Cutting flowers (heat, insecticide, miticide, insect</i>	<i>Catastrophic</i>							

Agriculture	Floriculture and horticulture	biting, fungi, repetitive force, humidity, carcinogenic, teratogenic, suffocation, long standing)	Critical						Children can start the work by 16 yrs
			Marginal						
			Negligible						
		Spray and mixing chemicals (fungicide, insecticide, miticide, fungi, suffocation, exertion force, carcinogenic, teratogenic)	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
		Transportation, load, unload (hot, cold, fungicide, insecticide, miticide, insect biting, fungi, suffocation, repetitive force, exertion force, carcinogenic, teratogenic)	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
		Packing (insecticide, fungi, long standing, repetitive force, exertion force, carcinogenic, teratogenic)	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
		Green house maintenance (hot, cold, long standing, suffocation, exertion force, falling)	Catastrophic						Do not allow below 18
			Critical						
			Marginal						
			Negligible						
Fishery	Net preparation (hot, cold, long hr working, insect bite)	Catastrophic							Children can start the work by 15 yrs
		Critical							
		Marginal							
		Negligible							
	Fish trapping and local boat drive (cold, insect bite, tide/sinking)	Catastrophic							Children can start the work by 16 yrs
		Critical							
		Marginal							
		Negligible							
	Heavy load and unload (contaminated water, insect bites, cold, hot)	Catastrophic							Children can start the work by 16 yrs
		Critical							
		Marginal							

		<i>Negligible</i>									
<i>Slaughtering and gutting (contaminated water, eat raw meat, use of sharp materials, contact with animal fluid, cold, hot temp)</i>		<i>Catastrophic</i>									Children can start the work by 16 yrs
		<i>Critical</i>									
		<i>Marginal</i>									
		<i>Negligible</i>									
		<i>Catastrophic</i>									
<i>Cotton plantation and farming</i>	<i>Land preparation (dust. Poisonous plant, hot temp, sun stroke, insect bites, snake bite)</i>	<i>Critical</i>									Children can start the work by 16 yrs
		<i>Marginal</i>									
		<i>Negligible</i>									
		<i>Catastrophic</i>									
	<i>Plowing and sowing (dust, insect, sunstroke, animal crash, repetitive &amp; exertion force, hot, cold)</i>	<i>Critical</i>									Children can start the work by 16 yrs
		<i>Marginal</i>									
		<i>Negligible</i>									
		<i>Catastrophic</i>									
<i>Cultivation (insect bite, sunstroke, snakebite, hot, cold, work load, long hr work, awkward posture)</i>	<i>Cultivation (insect bite, sunstroke, snakebite, hot, cold, work load, long hr work, awkward posture)</i>	<i>Critical</i>									Children can start the work by 16 yrs
		<i>Marginal</i>									
		<i>Negligible</i>									
		<i>Catastrophic</i>									
	<i>Spray (insecticide, pesticide, insect, animal crash, snake bite, poisonous plants, hot temp, work load)</i>	<i>Critical</i>									Do not allow below 18
		<i>Marginal</i>									
		<i>Negligible</i>									
		<i>Catastrophic</i>									
<i>Animal herding/fattening, husbandry mammals, small ruminants</i>	<i>Washing (hot, cold, animal crash, repetitive force,)</i>	<i>Catastrophic</i>									Children can start to work by 16
		<i>Critical</i>									
		<i>Marginal</i>									
		<i>Negligible</i>									
	<i>Feeding and herding (dust, hot, cold, fear of accident, animal crash)</i>	<i>Catastrophic</i>									Children can start to work by 17
		<i>Critical</i>									

	and domestic animals	<p><i>Food preparation and straw management (dust, cold, hot, straw pile falling, insect bite, bacteria, fungi, virus, awkward posture)</i></p> <p><i>Nursing, delivery and medication (animal fluid, exposure to drugs, chemical,)</i></p> <p><i>Cleaning bars (animal waste, bacteria, virus, fungi, dust, awkward posture)</i></p> <p><i>Bar construction (dust, falling, sharp materials)</i></p> <p><i>Milking and milk processing (animal crash, insect and arthropod, fear of animal and awkward posture)</i></p> <p><i>Egg collection and carrying (exposure to animal and its waste)</i></p>	<i>Marginal</i>	Red							
			<i>Negligible</i>	Red							
			<i>Catastrophic</i>	Red	White	White	White	White	White	White	
			<i>Critical</i>	Red							
			<i>Marginal</i>	Red							
			<i>Negligible</i>	Red							
			<i>Catastrophic</i>	Red	Do not allow below 18						
			<i>Critical</i>	White							
			<i>Marginal</i>	White							
			<i>Negligible</i>	White							
	Services	<p><i>Solid waste collection and management</i></p> <p></p>	<i>Catastrophic</i>	Red	Children can start to work by 16						
			<i>Critical</i>	Red							
			<i>Marginal</i>	Red							
			<i>Negligible</i>	Red							
			<i>Catastrophic</i>	Red	Do not allow below 18						

		Guard/security (hot, cold, long hr standing, long hr sitting (	Critical							Do not allow below 18
			Marginal							
			Negligible							
			Catastrophic							
	Hotels	Reception (long hr sitting)	Critical							Children can start to work by 16
			Marginal							
			Negligible							
			Catastrophic							
	Bars	Cleaning/janitor, laundry and housekeeping (detergents, repetitive force, contamination, insect bites, communicable disease, sexual abuse, physical attack)	Critical							Children can start to work by 16 but not for sexual abuse and physical attacks
			Marginal							
			Negligible							
			Catastrophic							
	Restaurants And entertainments	Cooking (hot, boiled water, steam, Kerosene, food additives, fire break, sharp hand tools, unguarded and loose electric sockets and breakers, alcohol, awkward posture, night work)	Critical							Children can start to work by 17 but not the night work
			Marginal							
			Negligible							
			Catastrophic							
	Waitress/waiter/attendants	Waitress/waiter/attendants (low light, noise, slippery floor, absence of weak stair support, long hr working, shift working, night work)	Critical							Children can start to work by 16 but not for night works
			Marginal							
			Negligible							
			Catastrophic							
	Maintenance	Maintenance (slippery floor, unguarded or loosely fixed electric sockets and breakers)	Critical							Do not allow below 18
			Marginal							
			Negligible							
			Catastrophic							
	Waste collection	Waste collection (contamination with different chemicals, fungi, bacterial and micro organisms)	Critical							Do not allow below 18
			Marginal							
			Negligible							
			Catastrophic							
	Cashier	Cashier (fixed contamination with different chemicals-dust of money)	Critical							Children can start to work by 16
			Marginal							
			Negligible							

		<i>Load, unloading (long hr, repetitive force)</i>	<i>Catastrophic</i>							Children can start to work by 16
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
	Tourism	<i>Reception, translation and guide work (cold, hot, awkward)</i>	<i>Catastrophic</i>							Children can start to work by 16
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
		<i>Travelling, good and service transaction (cold, hot, drug, car crash, sexual abuse, snake bite, animal bite, heavy load, cultural conflict, low light, walk long distances)</i>	<i>Catastrophic</i>							Do not allow below 18
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							
		<i>Messengers and carry materials (addictive substances, cold, hot, heavy load, long distance)</i>	<i>Catastrophic</i>							Do not allow below 18
			<i>Critical</i>							
			<i>Marginal</i>							
			<i>Negligible</i>							

**Note that in this analysis:**

**(A) The consequences of a hazard could be;**

- i. Negligible -----First aid treatment; on-site release immediately contained
- ii. Marginal -----Medical treatment required; on-site release contained with outside assistance
- iii. Critical -----Extensive injuries; loss of production capability; off-site release with no detrimental effects
- iv. Catastrophic -----Death; toxic release off site with detrimental effect

**(B) The likelihood (probability) of a certain hazard**

- A. Frequent-----Is expected to occur in most circumstances
- B. Probable -----Will probably occur in most circumstances
- C. Occasional-----Might occur at some time
- D. Remote -----Could occur at some time
- E. Improbable-----May occur only in exceptional circumstances

Sources: (1) reconstructed from “The mineral industry safety and health center, Frank white annexe, University of Queen land, BrisBane, Queen land, 4072, Australia”.

# ETHIOPIA

## Labour Proclamation No. 377/2003, Addis Ababa 26th February 2004

### Original language

Amharic and English

### Résumé

**Article 89(4) establishing prohibited activities to persons under the age of 18 years to be established by the Minister**

### Text of legal provisions

#### ➤ Article 89(4) (Chapter Two – Working Conditions for Young Workers)

“(...) (4) The Minister may prescribe the list of activities prohibited to young workers, which shall include in particular: a) work in the transport of passengers and goods by road, railway, air and internal waterway, docksides and warehouses involving heavy weight liftings, pulling or pushing or any other related type of labour; b) work connected with electric power generation plants transformers or transmission lines; c) underground work, such as mines, quarries and similar works; d) work in sewers and digging tunnels. ...”



International  
Labour  
Organization

International Programme on the Elimination of Child Labour (IPEC)  
Fundamental Principles and Rights at Work (FPRW) Branch

October 2014

# ETHIOPIE

## COMMISSION D'EXPERTS POUR L'APPLICATION DES CONVENTIONS ET RECOMMANDATIONS (CEACR)

- Convention sur les pires formes de travail des enfants, 1999  
(No.182)

- Convention sur l'âge minimum, 1973  
(No. 138)

### ➤ 2011 Observation, Convention No. 138.

- Article 1 de la convention et Point V du formulaire de rapport - Politique nationale visant à assurer l'abolition effective du travail des enfants et application pratique de la convention.

Dans ses commentaires précédents, la commission avait pris note des données contenues dans l'Enquête nationale sur la main-d'œuvre de 2001 qui indique que 15,5 millions d'enfants (84,5 pour cent des enfants) étaient engagés dans une activité économique, et que 12,6 millions d'entre eux (81,2 pour cent) avaient moins de 15 ans. La commission avait pris note aussi des informations contenues dans l'Enquête nationale de 2004-05 sur la main-d'œuvre, à savoir que 46,4 pour cent des garçons et 35 pour cent des filles en zone rurale âgés de 5 à 14 ans ne fréquentaient pas l'école et ne faisaient qu'exercer une activité économique. La commission avait noté aussi que le Comité des droits de l'enfant, dans ses observations finales du 1er novembre 2006, s'était dit profondément préoccupé par le fait que beaucoup de jeunes enfants travaillent, y compris des enfants de moins de 5 ans (CRC/C/ETH/CO/3, paragr. 71). Toutefois, la commission avait noté que l'un des six principaux éléments du Plan national d'action pour les enfants pour 2003 2010 et plus était la réduction du travail des enfants.

La commission prend note des informations contenues dans le rapport du gouvernement, à savoir que, conformément au Plan national d'action pour les enfants, un projet de Plan national d'action 2010 2014 pour l'élimination des pires formes de travail des enfants était en cours d'élaboration. Le gouvernement indique que des procédures, protocoles et lignes directrices ont été élaborés pour garantir l'applicabilité pratique du Plan national d'action sur l'élimination des pires formes de



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travail des enfants, et qu'ils ont fait l'objet d'un projet pilote. Le gouvernement indique que ces deux plans nationaux d'action constituent un cadre pour donner effet aux dispositions de la convention. La commission note aussi que, selon le gouvernement, la Journée de l'enfance et la Journée mondiale contre le travail des enfants ont permis de sensibiliser l'opinion aux questions ayant trait au travail des enfants. La commission prend note aussi de l'indication du gouvernement selon laquelle, étant donné que le nombre des enfants scolarisés (tant en zone rurale qu'urbaine) s'accroît, il est de moins en moins probable que des enfants de moins de 14 ans déplient des activités économiques. Le gouvernement déclare aussi mettre en œuvre la convention dans la mesure de ses capacités. Enfin, la commission prend note des informations contenues dans le Programme par pays de l'OIT pour la promotion du travail décent en Éthiopie (2009-2012) selon lesquelles ce programme prévoit une aide technique pour l'élaboration de plans sectoriels de lutte contre le travail des enfants dans le cadre de programmes en cours de coopération technique, ainsi qu'une aide au ministère du Travail et des Affaires sociales et aux partenaires sociaux pour élaborer une politique nationale de lutte contre le travail des enfants.

Tout en prenant note des contraintes auxquelles le gouvernement est confronté, la commission le prie instamment de redoubler d'efforts pour lutter contre le travail des enfants en appliquant effectivement le Plan national d'action pour les enfants et le Plan national de lutte contre les pires formes de travail des enfants. A cet égard, la commission prie le gouvernement d'indiquer les mesures concrètes prises dans le cadre de ces deux plans nationaux d'action afin que, dans la pratique, les enfants de moins de 14 ans ne travaillent pas. La commission prie le gouvernement d'indiquer les résultats obtenus, en particulier pour réduire le nombre des enfants qui travaillent mais qui n'ont pas atteint l'âge minimum d'admission à l'emploi.

- **Article 2, paragraphe 1 - Champ d'application.**

La commission avait noté précédemment que les dispositions de la Proclamation sur le travail (no 377/2003) ne couvrent pas les travaux effectués en dehors de la relation de travail. La commission avait pris note aussi des informations contenues dans l'Enquête nationale sur la main-d'œuvre, à savoir qu'environ 1,57 pour cent des enfants actifs économiquement (soit à peu près 139 404 enfants âgés de 5 à 14 ans) travaillaient à leur compte. La commission avait noté aussi, comme l'avait reconnu le gouvernement, que la législation du travail ne couvrait pas les enfants qui travaillent à leur compte, mais que des mesures seraient prises à cet égard.

La commission prend note de l'indication du gouvernement selon laquelle les différentes mesures sociales qu'il a prises en faveur des enfants visent à contribuer à la réduction du nombre des enfants qui travaillent à leur compte. Le gouvernement indique que, en outre du programme national d'action sur les enfants, il met en œuvre le programme pour les enfants orphelins et vulnérables, ainsi qu'un



programme de réduction de la pauvreté, et qu'il assure des services éducatifs, sanitaires et de santé. La commission note aussi que, selon le gouvernement, celui-ci est déterminé à améliorer la vie des enfants, y compris ceux qui travaillent à leur compte, et que l'aide du BIT est importante à cet égard. Tout en prenant dûment note de cette information, la commission note à la lecture du programme par pays de promotion du travail décent 2009-2012 que la plupart des enfants qui travaillent sont occupés dans l'agriculture et dans différents secteurs de l'économie informelle en milieu urbain. La commission note aussi à la lecture de l'Enquête nationale sur la main-d'œuvre que 2,14 pour cent des enfants qui travaillent le font dans le cadre d'une relation de travail formelle. A ce sujet, la commission rappelle à nouveau que la convention s'applique à toutes les branches d'activité économique et qu'elle couvre tous les types d'emploi ou de travail, que ce soit dans le cadre d'une relation de travail ou non, et que l'emploi ou le travail soit rémunéré ou non.

La commission prie donc le gouvernement de redoubler d'efforts pour que les enfants qui travaillent à leur compte, dans l'agriculture et dans l'économie informelle en milieu urbain, bénéficient de la protection de la convention. Elle prie le gouvernement d'indiquer les mesures prises à cet égard.

- Article 2, paragraphe 3 - Age de fin de la scolarité obligatoire.

La commission avait noté précédemment que le Comité des droits de l'enfant, dans ses observations finales de 2006, s'était dit très préoccupé de constater que l'enseignement primaire en Éthiopie n'est ni gratuit ni obligatoire et que le taux de scolarisation net est toujours très bas (CRC/C/ETH/CO/3, paragr. 63). La commission avait noté aussi que, selon l'Enquête nationale sur la main-d'œuvre, 36,3 pour cent des enfants âgés de 5 à 14 ans ont une activité économique et ne fréquentent pas l'école. Toutefois, la commission avait noté que, selon le gouvernement, les taux d'abandon scolaire dans le primaire avaient diminué et que les taux d'inscription dans le primaire et le secondaire s'étaient accrus.

La commission prend note de l'indication du gouvernement, à savoir qu'il a donné priorité à l'amélioration du système éducatif, et accru le montant des ressources budgétaires allouées à ce secteur – de 16,7 pour cent du budget total (en 2004 05) à 22,8 pour cent (en 2008 09). Le gouvernement indique aussi qu'il a accru considérablement le nombre des établissements scolaires du primaire et du secondaire entre 2003 et 2009, et réduit le rapport élèves du primaire/enseignant. Le gouvernement indique également que le taux net de scolarisation dans l'éducation primaire est passé de 68,5 pour cent (en 2004 05) à 83,4 pour cent (en 2007 08). Par ailleurs, la commission prend note des informations tirées du rapport de 2011 de l'UNESCO «Rapport mondial de suivi sur l'Éducation pour tous», selon lesquelles le nombre total des enfants en âge scolaire qui ne fréquentent pas l'école a baissé considérablement (de 6 481 000 en 1999 à 2 732 000 en 2008).

Toutefois, la commission note que, selon le gouvernement, l'enseignement primaire



est gratuit mais que l'âge de fin de l'enseignement obligatoire sera déterminé par le niveau de développement du pays.

Tout en prenant dûment note des efforts que le gouvernement déploie pour renforcer le fonctionnement du système éducatif, la commission note que le gouvernement indique que l'éducation est gratuite dans le primaire mais qu'elle n'est pas obligatoire. A ce sujet, la commission note qu'un nombre encore considérable d'enfants n'ayant pas encore atteint l'âge minimum d'admission à l'emploi ne fréquentent pas ou ont cessé de fréquenter l'école.

Rappelant que l'enseignement obligatoire est l'un des moyens les plus efficaces de lutter contre le travail des enfants, la commission encourage le gouvernement à prendre les mesures nécessaires, dans le cadre des efforts qu'il déploie pour renforcer le système éducatif, **de façon à rendre obligatoire l'enseignement jusqu'à l'âge minimum d'admission à l'emploi, c'est-à-dire 14 ans**. La commission prie le gouvernement de fournir des informations sur tous faits nouveaux réalisés à cet égard.

- Article 3 - Travaux dangereux.

La commission avait noté précédemment que le décret émis le 2 septembre 1997 par le ministre du Travail et des Affaires sociales qui interdit le travail des jeunes (et qui contient une liste des types de travail dangereux qui sont interdits) ne s'appliquait pas aux personnes qui effectuent ces activités dans le cadre d'une formation dispensée dans un établissement professionnel. La commission avait noté aussi que, alors que l'article 89(4) de la Proclamation no 377/2003 sur le travail interdit aux jeunes (c'est-à-dire des personnes âgées de 14 à 18 ans) d'effectuer des travaux qui compromettent leur vie ou leur santé, l'article 89(5) précise que cette interdiction ne s'applique pas aux jeunes travailleurs qui suivent des cours dans un établissement d'enseignement professionnel. La commission avait donc noté qu'il n'était pas interdit aux personnes âgées de 14 à 18 ans d'effectuer des travaux dangereux lorsqu'elles suivent des cours dans des écoles d'enseignement professionnel.

La commission note que le gouvernement déclare envisager de consulter les partenaires sociaux et les autres parties intéressées pour réviser la directive concernant l'interdiction du travail des jeunes. A ce sujet, la commission attire l'attention du gouvernement sur l'article 3, *paragraphe 1*, de la convention, qui dispose que l'âge minimum d'admission à des travaux dangereux ne doit pas être inférieur à 18 ans. En outre, la commission lui rappelle que, en vertu de l'exception prévue à l'article 3, *paragraphe 3*, de la convention, la législation nationale peut autoriser les jeunes de plus de 16 ans à effectuer des travaux dangereux (après consultation des organisations d'employeurs et de travailleurs intéressées) à condition que la santé, la sécurité et la moralité de ces jeunes soient pleinement garanties et qu'ils aient reçu, dans la branche d'activité correspondante, une



instruction spécifique et adéquate ou une formation professionnelle.

La commission prie donc instamment le gouvernement de prendre en compte l'article 3, paragraphes 1 et 3, de la convention lors de la prochaine révision de la directive concernant l'interdiction du travail des adolescents. Elle prie le gouvernement de prendre les mesures nécessaires pour que la révision de cette directive ait pour effet d'interdire d'effectuer des travaux dangereux aux adolescents de moins de 18 ans qui suivent des cours dans des établissements d'enseignement professionnel (ou de moins de 16 ans, dans les conditions énoncées à l'article 3, paragraphe 3).

## ➤ **2010 Demande directe, Convention No. 182.**

- **Article 3. Pires formes de travail des enfants.**  
**Alinéa d). Travaux dangereux. Enfants travaillant dans le secteur informel.**

Dans ses commentaires précédents, la commission avait noté que la proclamation no 377/2003 portant loi sur le travail, qui interdit d'engager des personnes de moins de 18 ans dans des travaux dangereux, ne s'applique pas aux travailleurs indépendants. A cet égard, la commission avait pris note de l'indication du gouvernement selon laquelle, étant donné que le travail indépendant des enfants ne relève pas du champ d'application de la proclamation susmentionnée, cette disposition de la convention n'est pas appliquée de manière adéquate.

La commission prend note des informations (qui sont les plus récentes disponibles) contenues dans l'Enquête nationale de 2004-05 sur la main-d'œuvre, à savoir que seulement 2,14 pour cent des enfants qui travaillent en Éthiopie sont occupés dans le cadre d'une relation de travail formelle, et que 96,21 pour cent sont des travailleurs familiaux non rémunérés. La commission note aussi, à la lecture du programme par pays de promotion du travail décent de l'OIT pour l'Éthiopie (2009-2012), que la plupart des enfants qui travaillent sont occupés dans l'agriculture et dans divers secteurs de l'économie informelle en milieu urbain. A ce sujet, la commission note aussi que, selon un rapport du 15 décembre 2010 sur les pires formes de travail des enfants en Éthiopie («Findings on the Worst Forms of Child Labour – Ethiopia») consultable sur le site Internet du Haut Commissariat des Nations Unies pour les réfugiés, il arrive que les enfants qui se trouvent dans le secteur agricole effectuent des travaux qui sont dangereux lorsqu'ils utilisent des machines et des outils comportant des risques, portent de lourdes charges ou répandent des pesticides nocifs. Ce rapport indique aussi que des enfants peuvent être engagés dans des activités dangereuses dans d'autres secteurs de l'économie informelle – mineurs dans de petites exploitations minières, bergers, vendeurs ambulants en zone urbaine.

La commission rappelle au gouvernement que la convention s'applique à tous les secteurs d'activité économique, y compris aux enfants qui travaillent à leur compte,



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dans le secteur informel ou qui ne sont pas rémunérés. De plus, la commission souligne qu'en vertu de l'article 3 d) de la convention les travaux dangereux sont considérés comme étant l'une des pires formes de travail des enfants et que l'article 1 de la convention oblige les États Membres à prendre des mesures immédiates et efficaces pour assurer l'interdiction et l'élimination des pires formes de travail des enfants et ce, de toute urgence.

Par conséquent, la commission prie le gouvernement de prendre des mesures immédiates et efficaces pour que les enfants de moins de 18 ans qui ne travaillent pas dans le cadre d'une relation de travail, par exemple ceux qui travaillent à leur compte, dans le secteur informel ou qui ne sont pas rémunérés, n'accomplissent pas des travaux qui, par leur nature ou les conditions dans lesquelles ils s'exercent, sont susceptibles de nuire à leur santé, à leur sécurité ou à leur moralité.

- Article 7, paragraphe 2. Mesures efficaces prises dans un délai déterminé.  
Alinéa a). Empêcher que des enfants ne soient engagés dans les pires formes de travail des enfants. Assurer l'accès à l'éducation de base gratuite.

La commission avait pris note précédemment des efforts que le gouvernement déploie pour améliorer le fonctionnement du système éducatif, en particulier dans le primaire au moyen du Programme de développement du secteur de l'enseignement. Néanmoins, la commission avait noté que, dans ses observations finales du 1er novembre 2006, le Comité des droits de l'enfant s'est déclaré préoccupé de constater que l'enseignement primaire n'est toujours ni gratuit ni obligatoire et que les taux de scolarisation nets étaient toujours très bas. Dans ses commentaires au titre de l'application de la convention no 138, la commission avait noté que le Comité des droits de l'enfant s'était dit préoccupé, entre autres, par le fait que les abandons scolaires sont nombreux, que l'enseignement primaire est payant, que les écoles sont surpeuplées, que le taux de passage dans l'enseignement secondaire est faible, que le nombre d'enseignants formés et d'établissements scolaires est insuffisant et que la qualité de l'enseignement est médiocre (CRC/C/ETH/CO/3, paragr. 63 et 64).

La commission prend note de l'indication du gouvernement selon laquelle il donne une importance capitale à l'éducation des enfants en général et de groupes vulnérables en particulier. Le gouvernement indique que la mise en œuvre du Programme de développement du secteur de l'enseignement a permis d'obtenir des résultats considérables dans ce secteur. Notamment, le taux de scolarisation net dans le primaire est passé de 68,5 pour cent en 2004-05 à 83 pour cent en 2008-09. Le gouvernement indique dans le rapport qu'il a soumis au titre de l'application de la convention no 138 qu'il a fait passer le nombre des établissements d'enseignement primaire de 13 181 en 2003-04 à 23 354 en 2008-09, et celui des établissements d'enseignement secondaire de 595 à 1 087 pendant la même période. En outre, la commission note que, dans son rapport, le gouvernement déclare que l'enseignement primaire est gratuit. Le gouvernement dit aussi dans ce rapport qu'il



met en œuvre l'ensemble des mesures visant à améliorer la qualité de l'enseignement général, qui comprennent six programmes ayant trait à la qualité de l'éducation. La commission prend dûment note des efforts déployés par le gouvernement pour améliorer la qualité de l'enseignement de base, et pour accroître les taux de scolarisation et l'accès à l'enseignement de base gratuit.

Considérant que l'éducation contribue à empêcher que les enfants ne soient engagés dans les pires formes de travail des enfants, la commission encourage le gouvernement à poursuivre ses efforts pour améliorer le fonctionnement du système d'enseignement, dans le cadre de l'ensemble des mesures visant à améliorer la qualité de l'enseignement général, et pour améliorer l'accès à l'enseignement de base gratuit. Elle le prie également de continuer d'indiquer les mesures prises à cet égard et les résultats obtenus, en particulier en ce qui concerne l'amélioration des taux de scolarisation et la diminution des taux d'abandon scolaire.

- **Point V du formulaire de rapport. Application pratique.**

Faisant suite à ses commentaires précédents, la commission prend note de l'indication du gouvernement qui figure dans le rapport qu'il a soumis le 10 novembre 2009 au Comité pour l'élimination de la discrimination à l'égard des femmes, à savoir que la traite des enfants ainsi que leur exploitation au moyen de la prostitution existent dans tout le pays, et que la traite des femmes et des enfants des zones rurales vers les zones urbaines est un phénomène particulièrement répandu (CEDAW/C/ETH/6-7, paragr. 45). Le gouvernement indique dans ce rapport que des filles sont victimes de traite à des fins de prostitution et qu'une proportion considérable des femmes et des enfants prostitués à Addis-Abeba sont issus de zones rurales (CEDAW/C/ETH/6-7, paragr. 46). Le gouvernement dit également dans ce rapport qu'on ne dispose pas de données fiables et complètes sur l'émergence et la fréquence de la traite (CEDAW/C/ETH/6-7, paragr. 45). La commission note aussi, à la lecture du programme 2009-2012 par pays de l'OIT de promotion du travail décent que beaucoup d'enfants seraient soumis aux pires formes de travail des enfants en Éthiopie, y compris à la prostitution et au travail domestique dans des conditions d'exploitation. Néanmoins, ce document indique aussi que l'on manque de données précises et fiables.

La commission se dit préoccupée par la fréquence apparente des pires formes de travail des enfants dans le pays et prie instamment le gouvernement de redoubler d'efforts pour lutter contre ces pires formes de travail des enfants, en particulier la traite et l'exploitation sexuelle à des fins commerciales. Elle le prie aussi de faire le nécessaire pour rendre disponibles des données suffisantes sur la situation des enfants engagés dans les pires formes de travail des enfants. Dans la mesure du possible, toutes les informations fournies devraient être ventilées par sexe et par âge.



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# ETHIOPIE

## COMITÉ DES DROITS DE L'ENFANT Observations finales 1 Nov. 2006

### ➤ Education, leisure and cultural activities (arts. 28, 29 and 31)

**63.** The Committee welcomes the improved enrolment rate in primary school and the increased budget allocation for education, as well as, improved collection of statistics regarding school attendance. However, the Committee continues to be seriously concerned that primary education is still not free nor compulsory and that net enrolment is still very low. Furthermore, the Committee is concerned at the large number of school dropouts, the charging of fees in primary education, the overcrowding of schools, the limited provisions for vocational training, the low transition rate to secondary school, the insufficient number of trained teachers and available school facilities, the absence of budget allocations for pre-primary schools and the poor quality of education. Considerable challenges remain in order to overcome inequalities which impact on children's access to education, in particular in rural regions, and on the basis of ethnicity and sex.

### ➤ Economic exploitation, including child labour

**71.** The Committee is deeply concerned at the prevalence of child labour among young children including as young as 5 and that the State party has not taken comprehensive measures to prevent and combat this large-scale economic exploitation of children.



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