

International Labour



# Child labour "in a nutshell" **A Resource for Pacific Island Countries**



Copyright © International Labour Organization 2014 First published 2014

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

Child labour "in a nutshell" - A Resource for Pacific Island Countries, International Labour Office, International Programme on the Elimination of Child Labour (IPEC) – Geneva: ILO, 2014, 40 p

978-92-2-129075-9 (print), 978-92-2-129076-6 (web pdf)

ILO Cataloguing in Publication Data

#### Acknowledgements

ILO resources adapted to produce this guide include Child Labour Information Kit for Teachers, Educators; Safe Work for Youth; Forging linkages between child labour and youth employment programmes across the Asia and the Pacific; Marking progress against child labour; Child Labour Handbook for Labour Inspectors. Printing coordination by Marie Jane Fatiaki (ILO Suva) and designed by Mere Corerega and Peter Blumel.

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

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

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

Artwork/imagery by: Photos in the publication are the property of the ILO. Printed in Suva, Fiji by Max Marketing

# Table of contents

Foreword	4
Child Labour: A Global Snapshot	5
Definitions	6
Child Labour or Not Child Labour?	9
The Nature of Exploitative Work	11
Where Children Work	13
The Minimum Age Convention, No. 138, 1973	21
The Worst Forms of Child Labour Convention,	23
Hazardous Work	25
Child Labour to be Eliminated	26
Linking Child Labour and Youth Employment	27
Young Workers - Child Labourers	29
Protecting Young Workers	31
Checklist for Young Workers	34
Checklist for Parents before your Child Starts Working	36

#### **Foreword**

Child labour research studies conducted by the International Labour Organization's TACKLE (Tackling child labour though education) programme, funded by the European Union, found that children in the Pacific Islands Counties can be susceptible to the worst forms of child labour, such as hazardous work, illicit activities, and commercial sexual exploitation. Poverty, illiteracy, poor academic performance and lack of employment opportunities aggravate risk and vulnerability to exploitation and abuse.

In the Pacific however, information and understanding on child labour is still lacking. This resource has been produced to enhance the knowledge base on child labour for Pacific Island Countries. "In a nutshell", it clarifies child labour concepts and the ILO child labour Conventions and highlights the links between child labour and youth employment and the steps one can take to better protect young workers.

David Lamotte
Director,
ILO Office for Pacific Island Countries

## CHILD LABOUR: A GLOBAL SNAPSHOT1

- There are 168 million child labourers worldwide, over half are in the worst forms of child labour.
- The number of child labourers has fallen by one third during the last decade but the pace of decline is not sufficient to reach the 2016 target of eradicating the worst forms of child labour.
- There are still 85 million children more than half of all child labourers – who are involved in hazardous work which directly endangers children's health, safety and moral development.
- The largest absolute number of child labourers is in the Asia-Pacific region (78 million), but Sub-Saharan Africa continues to be the region with the highest incidence of child labour (21 per cent of 5-17 year-olds, or 59 million).
- Asia and the Pacific however registered the largest decline in child labour, from 114 million in 2008 to 78 million in 2012.
- The number of child labourers also decreased in Sub-Saharan Africa (by 6 million), and modestly in Latin America and the Caribbean (by 1.6 million). There are 9.2 million child labourers in the Middle East and North Africa

#### **DEFINITIONS**

"Child" means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier.(UN Convention on the Rights of the Child, Article 1). "... shall apply to all persons under the age of 18." (ILO Convention on the Worst Forms of Child Labour, 1999, Article 2)

"Economic activity" is a broad concept that covers most productive activities undertaken by children, whether for the market or not, paid or unpaid, for a few hours or full time, on a casual or regular basis, legal or illegal; it excludes chores undertaken in the child's own household and schooling. To be counted as economically active, a child must have worked for at least one hour on any day during a seven-day reference period. "Economically active children" is a statistical rather than a legal notion.

"Child labour" is a narrower concept than "economically active children", excluding all those children aged 12 years and older who are working only a few hours a week in permitted light work and those aged 15 years and above whose work is not classified as "hazardous".

"Hazardous work" by children is any activity or occupation that, by its nature or type, has or leads to adverse effects on the child's safety, health (physical or mental) and moral development. Hazards could also derive from excessive workload, physical conditions of work, and/or work intensity in terms of the duration or hours of work even where the activity or occupation is known to be non-hazardous or "safe".

"Worst Forms of Child Labour" is the types of child labour seen as particularly terrible or dreadful, by the international community that they have agreed that there should be urgent action to eliminate, as a priority, these worst forms of child labour. These are mainly criminal activities such as children working under conditions of slave-like practices, in bonded labour and in the armed forces; children in commercial sexual exploitation and trafficked; children used to traffic drugs and working under hazardous working conditions and environments.



#### CHILD LABOUR OR NOT CHILD LABOUR?

All over the world, children start working at a very early age. At the age of six or seven, they may be helping around the home sharing household chores, running errands and helping their parents in the fields. These activities are often encouraged by adults in the family because it is believed that such activities can be beneficial to a child's growth and development. Work in this sense becomes a door to the world of adult work and earning and is part of the progression from childhood to adulthood.

Unfortunately, many children are doing work which, far from having a positive effect on their lives, actually impedes their growth and development. This is what is known as child labour. All work which is harmful to a child's health and development is child labour!

Many working children are forced to work without sufficient rest, in cramped spaces, with poor lighting, seated on the bare ground, using tools that are too big for them, without adequate drinking water or toilets, and no chance to go to school.

Even the many millions of children who work in traditional agriculture as part of the family unit are exposed to risk from a wide variety of hazards. The younger the children are, the more vulnerable they are to hazards at the workplace and to economic exploitation. The situation of young girls deserves particular attention because of the nature of their work and the conditions under which they work. For example, work that is hidden from public view, such as domestic service (a major sector of girls' employment) may keep them isolated from other children and exposed to violence and sexual abuse.

Child labour deprives children of their right to education and is harmful to their physical, moral and mental development.

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

#### THE NATURE OF EXPLOITATIVE WORK

The dangers that children face vary with the kind of work that they do. Here are some examples of the threats child labourers face:

- Dangerous work Work in hazardous conditions that can cause serious injuries, disease and even death.
- Working too young Work that prevents children from going to school and deprives them of the chance to enjoy their childhood. Young children lack physical, mental and psychological maturity necessary for work.
- Long hours Work that can last from 12 to 16 hours a day, sometimes for 7 days a week. Children frequently suffer from physical and mental exhaustion.
- Bondage and slavery Work whereby children and their families attempt to pay off a debt or loan.
   Some children are born into an enslaved family, others may be kidnapped or sold to employers.
- Strenuous work Physically demanding work.
   Heavy work can affect normal growth and can cause emotional distress.

- Sexual exploitation Exploitation of children for sexual purposes, prostitution and sexual abuse.
   Girls, but boys too, who are subjected to any kind of sexual exploitation are vulnerable to sexually transmitted diseases, AIDS and psychological trauma.
- Violence and abuse Beatings, physical punishment and verbal abuse. Employers may take advantage of children's docile nature and vulnerability with devastating effects on their physical and mental well-being.
- Heavy responsibilities Work requiring a level of responsibility for which the child is too young and ill-prepared.

# What kind of work should children never do?

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

#### WHERE CHILDREN WORK

# Work in the informal sector

Working children everywhere, especially those in the developing world, tend to be concentrated in the informal sector of the economy. Their work is not "official" - there is no government employment agency or tax authority that knows the children are working because they are not officially employed. The people they work for are in many cases unregistered as employers. For some work, the children receive no payment, only some food and a place to sleep. Children in informal sector work have no job security, receive no payment if they are injured or become ill, and can seek no protection if they are maltreated by their employer. And many of these children are working even though their country's child labour laws prohibit them from doing so.

International organizations and others concerned with child labour have turned their attention to the informal economy. This term includes agriculture, domestic service, a host of informal manufacturing activities, mining, street vending, and a large number of other occupations.

# Rojaline, 12 years old, scavenger

"I started working as a garbage scavenger two years ago when I left school. I go from place to place, looking through garbage for things that I can sell. I have to walk a lot to find the good garbage and sometimes I even go to the airport which is 5 or 6 miles from where I live. I get out early every morning before the other scavengers

take all the good stuff. It's also important to go through the rubbish before the people wake up. If they see us in front of their houses, they get angry and chase us away because they think we are going to steal their things."



#### **Tasks**

Collecting and selling reusable materials from garbage heaps.

#### Hazards

Burns from explosions caused by combustion of refuse; cuts from glass and metal; exposure to dangerous and toxic household and hospital substances; smoke and fume inhalation; danger of being run over by trucks and bulldozers, particularly at night; temptation to eat rotten food; risk of becoming a victim of violence at the hands of drunks, gangs, etc.

## Consequences

Infected wounds sometimes resulting in death from tetanus; chemical poisoning from toxic substances; risk of contracting infectious diseases from decaying refuse; food poisoning;potentially lethal accidents from combustible materials, bulldozers, trucks, etc.

## Work in urban environments

Child labour occurs in nearly all large cities and towns in the developing world mainly because of the greater availability of children who need to work, as people migrate to the towns and cities from the rural areas. The result is frequently urban poverty, and many of these working children live in unhealthy slum areas and work in poor surroundings. This large category includes children working:

as domestics inside the homes of others; in restaurants, hotels and shops; in small workshops of many kinds; with their families in home work, or – if they are girls - as child minders for younger siblings (which is necessary so that their parents can engage in income-producing work; as vendors of a vast assortment of small goods; to perform services such as shining shoes; to cater to tourist needs or work in the markets as porters and carriers; to scavenge through garbage dumps for saleable objects, or they work in construction or brick making.

Many of these children live at home with their families but some live on the streets. Unless they are on their own, children do not usually keep their earnings for themselves, and the money they bring home can be essential to their family's survival.

# Rahima, 10 years old, domestic child worker

Rahima was a domestic child worker earning just over US\$ 1 a month. She worked for two years without any time off. She could not even visit her parents' house. Her employer beat her



regularly. When the violence became too much, she ran away. One of the neighbours saw her and took her to the police station. An "ASK"\* investigator was there at the time and he took her to the hospital for treatment. A case was filed on behalf of her mother against her employer. But while the case was in progress, the employer settled the matter by offering her mother about US\$ 460. She accepted the money and withdrew the case. Rahima went back to the village with her mother. (ASK is an organization in Bangladesh that assists working children with health, education and legal issues)

#### **Tasks**

All types of domestic work, including looking after young siblings, cooking, cleaning and laundry.

#### Hazards

Long working hours; risk of physical and sexual abuse at the hands of the employer; strenuous and demeaning tasks; isolation from one's family and society.

## Consequences

Poor physical and emotional health due to demanding and demeaning nature of work and the lack of basic facilities; risk of physical injury and psychological trauma as a result of harassment and abuse; emotional distress due to poor living and working conditions, ill-treatment by the employer and isolation from the family.

## Child domestic service

Children in domestic service, consisting largely of young girls, perform a wide variety of tasks traditionally done by women in the household, such as looking after children, preparing food, house cleaning, washing and ironing, and caring for the sick. These young women make an important economic contribution as they free their parents or employers, especially women, to pursue more remunerative employment in the national workforce.

However the value of their contribution remains unrecognized and overlooked. In fact, even though children in domestic service are likely to be among the most vulnerable and exploited of all, they are also the most difficult to protect. While their economic participation is largely unrecognized, young girls are increasingly subjected to work-related hazards and exploitation. Sexual advances and physical and verbal abuse instigated either by employers and co-workers are common. As children, they are being deprived of their right to childhood, and opportunities for self-development and education."

Source: Thijs, 1997: Child labour: Trendsand challenges in Asia

# Yog, 12 years old, tea plantation worker

"My father is always sick and I'm the oldest child so it's up to my mother and me to earn the money for the family. I earn just over 12 rupees (25 US cents) a day. For that I have to



pick 16 kilos of leaves and carry them to a weighing centre. It's about a mile from the gardens and the heavy load makes me very tired. Most of the time I feel ill! I often get sick with stomach and headaches and I cut and bruise myself all the time. A little while ago, I got this deep cut from the sickle. I have to keep it bandaged with a rag. We don't get any help if we are sick. There are no days off. Every day is a working day, whether you are sick or not."

#### **Tasks**

Cultivating the land; planting and picking coffee, cotton, sugar cane, fertilizing, etc.; using tools, machinery and agrochemicals.

#### Hazards

Unsafe machinery, dangerous substances; long and strenuous work; working in extreme weather conditions for hours at a time; lack of basic facilities.

## Consequences

Chemical poisoning (chronic and acute) often undiagnosed or attributed to non-occupational causes; physical injuries due to accidents with dangerous tools and machinery; general poor health due to lack of adequate facilities; spine problems due to bad posture required by the work; illness due to exposure to harsh weather conditions.

# Children in agriculture

On a global scale, far more children work in rural than in urban areas, thus the activities most working children perform are in fields and on farms. This can include caring for animals and livestock and doing many other tasks. Some of these children work with their families and live at home. Others go out to work for employers, such as rural land-owners, on a daily basis, and still others work for employers far from their families, sometimes under arrangements that are neither legal nor beneficial to the child. Children can also be in forced and bonded labour in agriculture- an arrangement from which the child cannot easily escape unless "rescued" by some outsider.

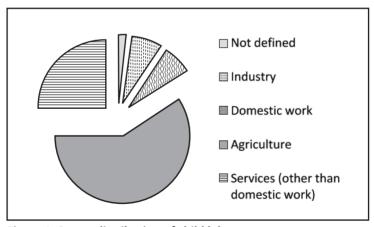


Figure 1: Sector distribution of child labour

# Children in manufacturing

Especially in the developing countries, many thousands of children work in manufacturing enterprises producing a range of goods - garments, toys, matches, brassware, soccer balls, etc. These production units can be large, but most are quite small and labour-intensive, meaning that most operations are done by hand rather than machines. The children usually work indoors under strict surveillance. Things can also be manufactured within households, with the whole family involved in the production of simple items, or even entire carpets, that have been contracted out to them on a piecework basis.

Waged child labour in manufacturing and services is generally more rigid and harsh. Hours of work are longer and inflexible, such that children are mostly out of school. Enterprises in which children are employed are commonly very small, and operate as subcontractors for larger firms. Such subcontracting firms are often informal, with a limited life, and unregistered. The conditions under which both adults and children work are often very poor, and working hours of more than 12 hours a day are not unusual.

# THE MINIMUM AGE CONVENTION, NO. 138, 1973

 The ILO Minimum Age Convention (No. 138) calls on countries to fix a minimum age for employment; abolish child labour; and progressively raise the minimum age of employment to the appropriate level. Ratified by PNG (2000; 16 years); Fiji (2002; 15 years); Samoa (2008; 15 years); Kiribati (2009; 14 years); Solomon Is (2013; 14 years)

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

# What is Light Work?

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

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

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

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

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

# THE WORST FORMS OF CHILD LABOUR CONVENTION, NO. 182, 1999

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

Ratified by PNG (2000); Fiji (2002); Vanuatu (2006); Samoa (2008); Kiribati (2009); Solomon Is (2012)

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

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

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

In preparation for consultations on hazardous child labour, stakeholders should find out where in the labour market such hazardous forms of work are being performed by persons under 18. This should include identifying specific enterprises and workplaces. Attention should also be paid to hazardous work in the informal sector, for example in domestic service and agriculture.

#### **HAZARDOUS WORK**

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

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

#### CHILD LABOUR TO BE FLIMINATED

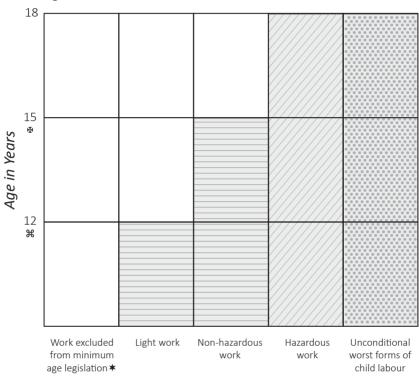


Figure 2. Basic distinctions in ILO child labour standards

Shaded area = child labour for abolition

- ☼ The minimum age for admission to employment or work is determined by national legislation and can be set as 14, 15 or 16 years.
- **X** The minimum age at which light work is permissible can be set at 12 or 13 years. **X** The minimum age at which light work is permissible can be set at 12 or 13 years.
- ★ For example, household chores, work in family undertakings and work undertaken as part of education.

## LINKING CHILD LABOUR AND YOUTH EMPLOYMENT

Child labour, youth unemployment and under employment impose both social and economic costs. The goals of preventing child labour and improving employment opportunities for youth through ensuring formal education, vocational training and apprenticeships, as well as making sure that young workers are healthy to available employment opportunities, all reinforce each other for the betterment of the economy and society.

The formative experiences of childhood and youth shape people's access to decent work and enable them to enjoy security and protection for the rest of their lives. Education is the first step. Employment opportunities represent the next step.

The school-to-work transition is very important for young women and men. If nothing is done, child labourers become youth with poor employment prospects who cannot lift their own families out of a poverty trap, cannot become parents who give their children a better life, and cannot contribute effectively to national development.

Figure 3. Decent work over the lifecycle **Adolescence and Youth** Human resources development, Transition from school to work Childhood Education, Physical, Mental and Emotional Development **4 PILLARS OF DECENT WORK**  Standards and Fundamental Principles and Rights at Work Employment Social protection Social dialogue Adulthood Old Age Quality Productive and secure employment, ageing, Social Protection Equitable, adequate and secure incomes. Balancing paid work, unpaid work and care work, Life-long learning

Source: Adapted from ILO, 2006. Realizing Decent Work in Asia: 14th Asian Regional Meeting,

Buzan, Republic of Korea. Bangkok: ILO.

#### YOUNG WORKERS- CHILD LABOURERS

An estimated 85 million children under 18 years old are doing work which poses a physical, psychosocial or moral danger to them. Of these – about 48 million – are young people whose work could be considered legal if there was minimal risk or if they were well-trained and well-protected from the hazards.

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

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

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

Young people between 14 and 18 are of common interest to both youth employment and child labour efforts. It is an important age group as it encompasses the transition from school-to-work, or from school-based education to vocational training. It is during these years that the foundation is laid for achieving decent work later in life.

Doing hazardous work in adolescence can create huge barriers — educational, physical, psychological, social — that impede a young person from competing successfully for good jobs in the future, and is one of the main ways in which child labour and youth employment are linked.

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

#### PROTECTING YOUNG WORKERS

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

#### True stories

When Fatima was 14, she got both arms caught in an icecrushing machine. Now she is permanently disabled and will never have full use of her arms.

When Juan was 16, he was attacked and robbed at gunpoint at a food stall. He was working alone at midnight.

16 year old Rahul had a job making bricks. He was not told to use a mask, and after breathing the dust for several months, he now has a hard time breathing and gets sick a lot.

Anna is a 17 year old who works on a farm 40 hours a week. Her boss is always yelling at her to work faster. When she told him she was working as hard as she could, he fired her.

## **RESPONSIBLE EMPLOYERS SHOULD:**

- Do a risk assessment and inform the young person and their parents of all the risks.
- Ensure a young person receives a break of 30 minutes after four hours working.
- Ensure that all young people employed are properly dressed and trained for the work they do!
- Keep a register of all the children and the register must include particulars of their ages, the date of commencement and termination of their employment, the conditions and nature of their employment and any other prescribed particulars; and
- Employers must produce the register for inspection when required by a labour officer or labour inspector.
   The register must be maintained separately and apart from any other register.

#### TIPS FOR YOUNG WORKERS

- Look for hazards in your workplace be aware of the dangers of your job. Some may be obvious and hurt you immediately while others may be hidden and might not make you sick until later. Using knives, box cutters or slicers can cause serious cuts; lifting heavy objects can hurt your back; working alone at night puts you at risk of harrassment or attack.
- Know your rights there are international and national laws that protect young workers. Youth are not allowed to do work that is physically or psychologically dangerous. Laws limit the hours of work and times of the day that you work. You should at least receive minimum wage, be trained and provided with safety gear, be allowed to join a union, and be protected from bullying, harrassment or discrimination in the workplace.
- Get safety training and follow safety rules you should be trained to do your job safely without getting injured. For example, how to handle chemicals, use machines, lift heavy things in the right way (20-25kg is HEAVY), climb ladders safely, handle bullying, respond in a fire!
- Ask questions and get help to stay safe!!

# ☑ CHECKLIST FOR YOUNG WORKERS ☐ Do you use knives, machetes, or cutting tools? ☐ Do you work in a very hot (or cold) place or with hot materials? ☐ Do you climb up trees, ladders or scaffolding? ☐ Do you lift heavy objects? ☐ Do you clean or work with machines or power tools? ☐ Do you breathe fumes from paints, cleaners, gasoline or pesticides? ☐ Do you work around large machines? ☐ Do you pick crops or toil land for long periods? ☐ Do you work at a high rate of speed or do the same movement over and over?

☐ Do you ever get abuse or improper suggestions

☐ Do you usually work alone for long periods or at

from customers or management?

night?

#### CHILDREN IN THE ENTERTAINMENT SECTOR

Working in the entertainment sector such as acting in movies, television, advertisements, or dancing and modelling might seem like fun, but there is a lot of hard work involved. Children can spend long hours at work and often having to wait for lengthy periods.

- Children and young people mature at different rates and ages and have different talents and levels of enthusiasm.
- Take these things into account when deciding whether to allow your child to be involved in paid work.
- Make sure work is balanced with play, exercise, rest and study commitments.
- Work should not stop your child from enjoying life and developing normally.
- Work shouldn't become more important than school.
- Watch to make sure he or she isn't too tired to do homework.

# ☑ CHECKLIST FOR PARENTS BEFORE YOUR CHILD STARTS WORKING

_	
Ш	My child wants to do this work and has given his/
	her consent
	I have a clear idea about the nature of the work
	my child will be doing and the working conditions
	I am confident this work will not harm my child's
	health or development
	I am confident this work will not interfere with my
	child's education
	I am sure my child be safe
	I am confident my child will be adequately
	supervised
	For my child under 15 years, I have either
	arranged to supervise my child myself or approved
	a responsible adult to supervise my child
	My child has the maturity to do this particular job
	My child will be paid fairly for work done
	I am satisfied that the child's employer or
_	supervisor will treat my child fairly
	I know my child's working conditions are within
_	the law and what is acceptable
	•
	I have provided written consent for my child to do
	this work

Will there be training in how to do the job safely?
(Young people are more likely to be injured in the
first few days of starting a new job.)
What is the minimum wage for the type of work?
How will your child be paid?
How will your child get to and from work? Will this
include catching public transport or working late at night?
Is your child aware of issues such as workplace
insurance and sexual harassment and what to do about it?
Check that your child knows his/her responsibilities
at work: to work safely, to report hazards, to use safety equipment?
Find out what tasks your child is being asked to carry out; supervision receiving; and health and safety measures in place to protect him/ her.
Check your child knows he/ she has the right to
refuse to do unsafe work.
As your child begins a new job, keep in touch with
your child about the job and help your child talk
about any issues. As a parent, you may be able to
help your child handle issues with suggestions
from your own experiences.

My Notes					

From 2008 to 2013, the Tackling Child Labour through Education or TACKLE programme, a global child labour programme funded by the European Union, was implemented by the International Labour Organization in 12 countries (eight countries in Africa, two in the Caribbean and Fiji and Papua New Guinea in the Pacific).

TACKLE strengthened the capacity of the Fiji and PNG governments, social partners and civil society groups to implement policies and strategies to address child labour issues, including conducting research, training, legislative reviews, awareness and advocacy, child labour inspections, and direct actions with children in child labour, children at risk, families, schools and communities.

"Building regional efforts for eliminating the worst forms of child labour and trafficking in Pacific Island Countries" is an ILO Pacific sub-regional project that builds on the initiatives of TACKLE in Fiji and PNG and extends technical support to Solomon Islands, Kiribati and Samoa.

ILO Office for Pacific Island Countries 8th Floor FNPF Place 343-359 Victoria Parade Suva, Fiji

Tel: +679 3313866 Fax: +679 3300248 Email: suva@ilo.org www.ilo.org/suva