

BITTER

Harvest



CHILD LABOUR IN AGRICULTURE

Published by the project
DEVELOPING NATIONAL AND INTERNATIONAL TRADE
UNION STRATEGIES TO COMBAT CHILD LABOUR
(INT/00/M17/NOR)



INTERNATIONAL LABOUR ORGANIZATION

BUREAU FOR WORKERS' ACTIVITIES

GENEVA



250 Million Children

aged between 5 and 14 are working worldwide, with 120 million working full-time. 80 million are estimated to work in the worst forms of child labour. The large majority of these children are working in agricultural activities.

“Bitter Harvest” by Alec Fyfe was first published in 1997 to raise awareness of issues to be discussed in the debate on the new ILO Convention on Worst Forms of Child Labour, C 182, adopted in 1999.

This new revised version of “Bitter Harvest ” has now been updated taking into account recent initiatives to combat child labour, including the Norwegian funded project on Child Labour, coordinated by Tor Mosen of the Bureau for Workers’ Activities. Special thanks are given for information received from IUF, IPEC and to Geneviève Marineau, who assisted as part of the ILO intern programme.

TABLE OF CONTENTS

Introduction	4
Fields Not Factories	5
250 Million Working Children	6
Modern Slavery	8
Hazardous Work & Forced Labour	10
List of Hazards	15
AIDS increases Child Labour	17
Breaking Rural Tradition	18
IUF	21
What can be done by Trade Unions?	22
CONTAG (Brazil)	24
Practical Action	26
ITGA Agreement (with IUF)	29
ILO-ACTRAV, Workers' Activities	30
Children out of work (ACTRAV Project)	32
IPEC, Eliminating Child Labour	36
ECLT (Tobacco)	38
International Legislation	40
Conventions 182, 184	43
Resources List	44

INTRODUCTION



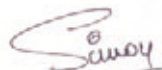
The world relies on the production of food, but those who produce our food are faced with many economic and social problems. Those who grow our food often cannot afford to feed their families or send their children to school.

Half of the world's workers are found in agriculture, and 40% (some 440 million workers) are found in waged employment. Many women are working in agriculture throughout the world, often in the most precarious situations. Women now account for 20-30 percent of total agricultural waged employment. The work children perform in agriculture is often invisible, because they assist their parents in task work or other forms of work organization. Because this work is not recognized, nor easily recorded in statistics, it goes largely unnoticed. This creates a cycle of poverty and affects the future of children since their access to education and training is greatly reduced.

The ILO is concerned to make the world of work a place where all can benefit from "Decent Work" - work which respects the basic rights embodied in ILO standards, (especially those on forced work, freedom of association, collective bargaining, non-discrimination and child labour), and those which affect the quality of life - social protection and employment opportunities. In addition, agriculture is amongst the three most

dangerous industries (along with mining and construction). Half of all the workplace fatalities are in agriculture alone. Sadly, children figure among these fatalities - they die because they work in agriculture. This booklet is a means to raise awareness and to promote the mandate of the ILO in the context of the rapid globalization of agriculture throughout the world. The problems facing workers in agriculture need to be highlighted because they also affect children who are working in agriculture. Thus to alleviate the need and pressure for children to work in agriculture, other areas have to be addressed - social exclusion, poverty alleviation, fundamental rights, sustainable agriculture and sustainable development, food security and decent work in agriculture.

Trade Unions have conducted campaigns, programmes and activities to promote decent work in agriculture and to use their collective action, either through collective bargaining or grass-roots action. This commitment is to ensure that children have a chance in life: to live in a safe environment, particularly one free from hazardous work, and to have access to school so they can achieve their full potential. The experiences gathered in this booklet show many positive initiatives which combat child labour in agriculture.


Manuel Simón
Director of Bureau for Workers' Activities
ACTRAV

FIELDS NOT FACTORIES

Most working children are found toiling in the fields and fisheries of the world, not in factories. This basic fact about child labour is often ignored in favour of an urban and industrial view of what constitutes child labour. This urban image has its origins in the struggle against child labour in the nineteenth century in Europe. But even at the time, most children in Europe were working in the rural areas on family farms, where it was taken for granted. This neglect of agricultural child labour, linked to an unquestioned assumption that children working on farms and in fisheries are less likely to be at risk than urban workers, still prevails today. As a result of this cultural attitude, a false view of the child labour problem is promoted and legislation that would protect children fails to cover most agricultural settings where they work.

The neglect of rural child workers can be explained by at least four factors:

- 1 Those who study child labour problems and develop programmes to deal with them are usually urban based and are more likely to focus on city conditions, such as the hazards face by street children, that are visible and close at hand.
- 2 Rural areas are often remote, both physically and culturally, which inhibits urban-based researchers and programme developers from spending long periods of time there.
- 3 In many countries, it is urban conditions which receive priority attention from governments, often reflecting wilful neglect by powerful interest groups.
- 4 Many international and national policy makers assume that family based work in "idyllic" rural surroundings cannot possibly be harmful to children - indeed this type of "family solidarity" is viewed as entirely beneficial. The culture in agriculture is a most powerful factor in the age-old neglect of rural child labour.



250 MILLION WORKING CHILDREN

Accurate statistics on child labour are elusive. Recent ILO surveys suggest that there are at least 120 million children between the ages of 5 and 14 who are fully at work, and more than twice as many (or about 250 million) if those for whom work is a secondary activity are included. Of these, 61% were found in Asia, 32% in Africa and 7% in Latin America and at least 5% were found in developed countries. Although Asia has the largest absolute number of child workers, the proportion of working children between 5 and 14 years is highest in Africa (at around 40%). Child labour also remains a problem in many developed countries and is emerging in many central and eastern European as well

as Asian countries which are moving towards a market economy. The ILO estimates that 50 million children under the age of twelve worked in hazardous circumstances. (ILO Child Labour, Targeting the Intolerable, Geneva, November 1996).

Data from countries with reasonably good labour statistics or special studies on children suggest, on the whole, that a far higher percentage of rural rather than urban children work, that they start earlier (at 5, 6 or 7 years) and that they may work more days and hours. Girls are particularly likely to start work earlier and to be denied access to education.

A recent ILO report says that in some developing countries, nearly

a third of the agricultural workforce is made up of children. Only relatively recently have specific ILO country studies shown how much children contribute to world food production and agricultural commodity production.

In **Bangladesh**, 82% of the country's 6.1 million economically active children work in agriculture. As many as 3 million children, age 10 to 14, are estimated to work in **Brazil's** sisal, tea, sugar cane and tobacco plantations. Children are believed to comprise a quarter of all agricultural workers in **Kenya**. And a 1993 study in **Malawi** found that the majority of children living on tobacco estates were working full or part-time (78% of 10 to 14 years olds and 55% of 7 to 9 years olds).

According to Human Rights Watch (2001) in **Egypt**, more than one million rural children are hired each year from May to July, largely during the school recess, to control cotton leaf worm infestations. Working eleven hours a day, seven days a week, the children inspect cotton plants for leaf worm eggs and manually remove infected portions of leaves. The children's working hours far exceed the maximum six hours per day for which they may be employed under the

Child Law. A majority of the children are between the ages of 7 and 12; they earn about one US dollar per day. Children resumed work on cotton fields either immediately after pesticides spraying or after 24 to 48 hours, a period that falls short of the recommended intervals for re-entry after the use of certain pesticides registered for use in Egypt.

The situation is by no means confined to the developing world. Entire families of migrant labourers, as in the case of Mexican migrant workers in the **USA**, help plant and harvest the rich world's fruit and vegetables. In the United States, over 300,000 children worked as hired labourers on commercial farms, frequently under dangerous and gruelling conditions. They account for 8% of working children but suffered 40% of work-related fatalities. Children working on US farms often work twelve-hour days, sometimes beginning at 3:00 or 4:00 a.m. (Human Rights Watch, 2001) Farmworker families are overwhelmingly people of colour. Seventy percent or more are Hispanic and other are African American, Asian, Haitian, West Indian and Native American. (US Commission on Immigration Reform, 1995).



Hazardous Work & Child Labour

Children who live in poor, rural communities face the greatest risks from hazardous and exploitative agricultural labour. The risks are many. Children pick crops still dripping with pesticides or spray the chemicals themselves. According to data from Sri Lanka, death from pesticides poisoning on farms and plantations is greater than from other childhood diseases such as malaria and tetanus.

Skin, eye, respiratory or nervous problems occur in children exposed to pesticides. Children harvesting **tobacco** in Tanzania experience nausea, vomiting and fainting from nicotine poisoning. Children involved in processing crops such as sisal can suffer respiratory problems due to dust, or skin problems from handling the sharp, abrasive leaves. Frequent awkward or heavy lifting and repetitive strains can permanently injure growing spines or limbs, especially if poorly designed equipment is being used. Transport machinery accidents are common, children are run over by moving equipment such as forklift trucks, or fall off or under tractors or harvesting machinery.

Children face poisonous snakes and insects, and cut themselves on tough stems and on the tools they use. Rising early to work in the damp and cold, often barefoot and inadequately dressed, they develop chronic coughs and pneumonia. The hours in the fields are long - 8 to 10 hour days are not uncommon.

It cannot automatically be assumed that children working on small "family farms" do not face these risks. In many countries, farms fitting this description produce much or most of the agricultural grains and/or fresh produce, and they may be mechanized with small machines and make heavy use of pesticides. Small farms are as likely as larger commercial enterprises to misuse chemicals, through lack of education and training in their handling.

Children are often included as part of hired family labour in large scale enterprises producing for export. Where a piece-rate or quota system operates, it is assumed children work, though they are not formally hired. The use of casual labour by contractors in plantations on a piece-rate system not infrequently involves children as cheap labour who may engage in dangerous tasks. Management can plead in such situations that they have no direct responsibility for the health and safety of child workers. With a dra-

MODERN SLAVERY

matic rise in the use of contract labour worldwide, the demand for child labour on farms and plantations is likely to remain strong.

Large numbers of children around the world are forced to work in the farm sector. Farming may account for more forced child labour than manufacturing. Debt bondage, found predominantly in South Asia and Latin America, is a form of modern slavery whereby, in return for a cash advance or credit, a person offers their labour, or that of a child, for an indefinite period. Sometimes only the child is pledged, becoming a commodity in the process.

Debt bondage is commonly found in rural areas where traditional class or caste structures and semi-feudal relationships survive. Landless or near landless households, as well as migrant labourers, are particularly vulnerable to debt bondage because

they have no alternative sources of credit. Debt bondage also occurs under land tenancy or sharecropper arrangements. When wages are insufficient to cover necessary expenditures such as food, tools or seed, tenants and sharecropper families often rely on the landowner for loans and other forms of advances.

In addition to reports of forced labour in the farming sector, there are situations of forced labour of children in the commercial fishing industries of India, Indonesia, Pakistan, the Philippines, and Sri Lanka. Forced labour in commercial agriculture may also be found in the harvesting of rattan in the Philippines, sugar cane and rubber in Brazil, and vegetables in Honduras and South Africa. Such cases also occur on small-scale farms.



HAZARDOUS...

In South Africa, children are reported to work on farms that produce fruit and vegetables, grapes for wine, maize, sugar cane, tobacco, asparagus and oranges. Children have been seen spreading pesticides with their bare hands. A team leader will hire the children, who are usually 10 years old and above, thus enabling the farm owners themselves to deny responsibility for knowing the ages of the children or the terms under which they were hired.

In Zimbabwe, tea estates employ a large number of children, often 10-12 years old. They are paid according to the amount of tea picked. Child workers begin their work day at 5:30 a.m., walk 5-8 kilometers to the tea fields, and work until 11:30 a.m. When they finish picking the tea leaves, they carry the sacks of leaves to the weighing station. If they fail to pick the minimum daily load they are forced to work a half day on Saturday as punishment. Some children suffer exhaustion, lacerations and calluses on their plucking fingers (tea ulcers).

WORK & FORCED LABOUR

In Malaysia, children on rubber plantations mark rubber trees, tap rubber trees, collect latex, clean latex cups, spray pesticides, and work in factories on the plantations. They also perform many supporting tasks related to rubber production. They work with their parents 7 days per week, 8 hours per day. Rubber tapping begins in the morning usually at 5:30 a.m. and continues until 3:00 p.m. Many children who clean the latex cups may be under 14 years of age. Five percent of the children suffer injuries, mostly from tapping knives, fallen branches, bee stings, falling machinery, and cuts from broken glass. They are regularly exposed to hazardous pesticides and thorny plants. They rarely wear footwear and are susceptible to insect and leech-bites, as well as to mosquitos that carry the deadly "Dengue" disease. Children are also bitten by poisonous snakes and stung by hornets, scorpions, and centipedes. Children's eyes are not protected from chips of wood and flying dirt caused by drilling holes in the trees.

“CHILDREN
WORK 7 *days* A WEEK”

In Egypt, children are regularly employed picking jasmine. Between July and October, recruiters take children from villages in the Nile Delta to gather the flowers in the middle of the night, when the essence is purest. Recruiters prefer small children, because their small hands better enable them to pick delicate single flowers. The children work barefoot in the mud and must rely on their sense of touch as there is no light. The children work 9 hour shifts without eating or stopping until the morning sun grows too strong. The children are paid 3 Egyptian pounds per day. If the children stop work for any reason (to avoid swarms of mosquitos) they may be caned by the recruiter.



In Kenya, children pick coffee berries during the harvest season. Younger children work alongside their parents, usually their mothers, while older children often work independently. By one estimate, children comprise 58 percent of the coffee plantation work force during peak seasons and 18 percent of the work force during the rest of the year. While some child workers live on the plantations, others either walk or are picked up by trucks between 5:30 and 6:30 a.m. and return at 5:00 to 7:00 p.m. Protective clothing and safety devices are not regularly issued; children who climb taller trees to collect beans sometimes fall.



In Madagascar, children are employed in small-scale private farms that produce vanilla. Children aged 10 and older nip the flowers of the vanilla orchid, usually from 4:00 a.m. to 7:00 a.m. in the morning. They earn 12 cents per day.

In **Thailand**, children are involved in all stages of the fishing industry. Nearly 90 percent work full time and 62 percent earn their own income. Many children as young as 5-6 years old accompany their parents or other relatives for the purpose of working. Most of the children clean, bone, and skin fish; shell squid, mussels, shrimp and crab; and wash squid to remove the ink. Other children sort, weigh, check, and load the fish; process seafood; work on fishing boats; build boats; and work on the docks. The children who shell seafood generally squat on the floor or sit on a small bench for the duration of the working day, which can last 15 hours or longer. Children of all ages use sharp knives or shelling tools, and suffer frequent cuts and scrapes.

Because they work with salt water and fish all day, many children suffer from skin diseases on their hands. Protective gloves are not used because they slow the pace of work. Children begin to work at 1:00 a.m., and work until after 6:00 p.m. Children also work in deep sea fishing operations. They dive into the sea to close the mouth of the net and stay with the net until it is hauled in. Hazards include drowning, getting caught under the nets, injuries caused by hauling rope, and injuries from malfunctioning equipment.

“CHILDREN SUFFER FROM *diseases*”



In **Bangladesh**, boys under 14 help spray chemical fertilizers on the fields. Girls help their mothers dry, cut, and pack the tobacco leaves.



In the **Philippines**, children work 10 hours per day from Monday through Saturday with only short breaks and half a day on Sunday. The children earn less than one USD daily. They weed, cultivate, turn soil, fix canals, harvest, and apply pesticides. Children weed, cut cane and apply fertilizers on sugar plantations. Sometimes, they are as young as 7-8 years old and begin to cut the cane at age 12. Children are injured from using sharp knives, and are poisoned from the use of dangerous fertilizers. Also, some children as young as 7 dry, clean, and sort fish. Muro-ami (which is a labour intensive form of fishing) is generally considered a good source of income, and fathers often take two or three sons (sometimes as young as 7-9 years old) with them during the 10-month period. The majority of the swimmers and divers (the most physically dangerous tasks) are children between the ages of 12 and 14. They have no diving equipment other than wooden goggles, and injuries such as ruptured eardrums are common. The boys are also in danger from shark attacks. The boats from which they dive and on which they live are overcrowded and unsanitary.

In **Tanzania**, many children aged 12-14 are employed in the sisal industry, where they cultivate the immature sisal, transplant it once the plants have reached the required height, and weed it throughout the year. The weeding is done almost exclusively by children. They also carry wet sisal fibers from the machines that strip the leaves to the drying lines, and collect the short fibers that are ejected from the brushing machines. They work up to 11 hours per day, 6 days per week, with no regular or specified rest periods. Children regularly work under the sun and during rain without protective clothing. Continuous inhalation of sisal fibers and air-borne dust from the brushing machines causes byssinosis, a lung disease. When carrying wet sisal fibers, children are exposed to the sisal liquid, which irritates the skin and causes severe itching.

“CHILDREN WORK *10 hours* PER DAY”

LIST OF HAZARDS

In **Guatemala**, children as young as 6 or 8 assist their parents during the harvest season. They pick and sort beans, carry sacks of coffee, and sometimes handle fertilizers, herbicides, and insecticides without proper health and safety equipment. They work from 8 to 12 hours per day and receive about USD 0,50 per day, half the wage of adult men. Children begin to pick beans when they are old enough to reach the lower branches of trees and are able to determine which beans to pick. They carry sacks of beans weighing 75-150 pounds for several miles to weighing stations.

In the **United Kingdom**, the number of children suffering a major injury in 1999/2000 was 58 - the highest recorded since the introduction of the Reporting of injuries, diseases and dangerous occurrences regulations (RIDDOR) in April 1996. It is also six higher than the average over the four years since the change in the RIDDOR. Children, even the very young, are often injured or killed because they accompany their parents or are present at the worksite. They are often in contact with hazardous machinery or equipment, silos or toxic substances, or injured by riding on tractors or trailers.

In **Brazil**, 15 percent of the 70,000 fruit pickers are estimated to be under 14. Some employers hire children because they are lighter and more able to climb trees without breaking branches. Children usually pick oranges from trees or off the ground and box them for shipment. They are paid 3 dollars for working a 14 hour day. Children earn approximately 2 dollars per day picking grapes from the vines. They also load the grapes into boxes, for which they receive less than one cent per box. They usually fill 100-200 boxes per day. Children also perform the same work as adult in the resin industry. Because they do not wear gloves, children's hands often become sticky with glue from the resin. The glue is usually removed by washing their hands with diesel oil.

Children working in agriculture suffer from the same accidents, ill-health and fatalities as young and adult workers. However, because of their lack of experience, their lack of education on hazards and risks, and the fact that their bodies are still growing, children may be exposed to special risks. Frequent awkward or heavy lifting and repetitive strains, for example, can permanently injure growing spines or limbs, especially if poorly designed equipment is being used. Skin, eye, respiratory or nervous problems often occur in children exposed to pesticides, and children are vulnerable to much lower levels of exposure than adults. There may well be chronic long-term health effects from exposure to pesticides that will not show up until the child is an adult.



Accidents

The most common causes of fatalities are:

- being struck by a moving vehicle;
- being trapped by something falling or collapsing or overturning, e.g. a tree;
- falls from a height;
- contact with machinery;
- being struck by a moving or falling object, e.g. bales;
- contact with electricity
- asphyxiation (including in water, grain, slurry etc).

The most common causes of non-fatal injuries, are:

- cuts and wounds - including injuries from knives, machetes etc;
- handling, lifting or carrying;
- being struck by a moving object;
- slip, trip or fall on the same level;
- contact with machinery;
- being injured by an animal;
- being struck by a moving vehicle.



Reference (except United Kingdom): Child Labor in Commercial Agriculture (US Department of Labor)
www.dol.gov/dol/ilab/public/media/reports/iclp/sweat2/commercial.htm
Reference for United Kingdom: FATAL INJURIES in farming, forestry and horticulture 2000-2001 - UK

Health/Disease

- musculoskeletal injury/disorders (aches, sprains or strains), including:
 - repetitive strain injuries (RSI) where workers are doing repetitive tasks cutting crops, on crop/commodity/flower grading lines, on inspection tables on root harvesters, or processing poultry;
 - vibration
- exposure to pesticides and other agrochemicals - can result in death, poisoning and, in certain cases, work-related cancers and reproductive problems;
- agricultural workers are affected by asthma at a rates usually above national averages;
- agricultural workers are at risk from zoonoses (diseases passed from animals to humans);
- work-related hearing loss.

HEALTH

Other Risks/Hazards

- dusts, fibres, mists, fumes, micro-organisms, gases and vapours causing respiratory and/or skin/eye problems;
- livestock handling (risks of being bitten, butted, gored or otherwise attacked). Transmission of diseases from animals to humans (zoonoses);
- poor hygiene conditions - drinking water, washing and toilet facilities;
- thermal stress caused by excessive heat and fatigue
- heat and cold. High temperatures in the tropics. Cold temperatures in fields, working outdoors, poorly heated stores, cold stores;
- poorly designed and maintained personal protective equipment;
- poorly designed tools and machinery (ergonomics);
- electricity and electrocution from poorly maintained hand-held equipment, extension cables.

HAZARDS

AIDS INCREASES CHILD LABOUR

AIDS and HIV are having a devastating effect in sub-Saharan Africa. This epidemic has affected millions of workers and their families, wiping out breadwinners and thus increasing poverty and leaving many children orphaned.

A report from the FAO (The impact of HIV/AIDS on food security in Africa; 22nd Regional Conference for Africa, February 2002) estimates that:

- in the 25 most affected countries in Africa, 7 million agricultural workers have died from AIDS since 1985.
- 16 million more deaths are likely in the next two decades.

The consequences are that there is increasing pressure for AIDS orphans to be allowed to work in agriculture to cover the costs of their remaining on the farm/plantation and to pay school fees. There is a very real and immediate danger that these children will be exploited and their health put further at risk by exposure to occupational health and safety hazards.

What can be done?

- **adopting measures** in the workplace to ensure that these vulnerable children are not exploited.
- **becoming involved** in awareness raising programmes and campaigns aimed at HIV/AIDS prevention and campaigns for provision of essential drugs at local, affordable prices.
- **raising HIV/AIDS in collective bargaining**, other appropriate fora with employers to ensure provision of training and preventive measures and no discrimination.
- **promoting the ILO Code** of practice on HIV/AIDS in the world of work.
- **working with their government** to ensure an effective HIV/AIDS national prevention policy is implemented and that the needs of AIDS orphans are taken into account.

The ILO has a code of practice on HIV/AIDS in the world of work which provides guidelines on how to address HIV/AIDS within the context of work and to prevent discrimination against workers affected.

“IT IS NECESSARY TO REACH AND EDUCATE *rural communities* ABOUT THE ALTERNATIVES TO CHILD WORK”



Improving legislation and enforcement measures to establish a legal minimum age for work and employment have been the traditional response to the problem of child labour. However, particularly in developing regions, effective legal protection does not often extend beyond urban areas and the formal sector. It is worth noting that the ILO Minimum Age Convention, 1973 (No. 138), provides for flexible options, for instance allowing exclusion of certain categories or sectors from its scope of application. Thus, Governments may, and often do, exclude family and small-scale undertakings in agriculture from minimum age legislation. However, the Convention must apply to plantations and other agricultural undertakings mainly producing for commercial purposes.

Most national legislation on the minimum age for employment indeed excludes family and small-scale agricultural undertakings. In too many cases the agricultural sector as a whole is excluded (partially or in full) from the scope of labour and social legislation. Moreover, given the geographically dispersed nature of agriculture, public sector labour inspection services are frequently unable to cover even large commercial plantations. Given the inadequacies of labour and social legislation, and inspection and enforcement mechanisms in many countries,



“EXTENDING AND IMPROVING *SCHOOLING* FOR THE POOR - ESPECIALLY FOR *girls* - IS THE MOST EFFECTIVE WAY TO *eliminate* CHILD LABOUR”

other means must be developed to abolish effectively child labour in agriculture.

In this regard, community education and mobilization are essential. The task is to direct messages about child labour to the wider rural community and to governments. A key to the design of public awareness campaigns must be the recognition that agricultural child labour is hazardous. Work on the family farm may demand too much of children, requiring them to labour long hours that keeps them from school and takes too great a toll on their developing bodies. Such work can prevent children from exercising their rights and developing to their full potential.

It is also necessary to reach and educate rural communities about the alternatives to child work, in particular the importance of education for all children. Extending and improving schooling for the poor - especially for girls - is the single most effective way to stem the flow of children into abusive forms of work.

Rural communities face the worst educational services. Special efforts therefore need to be made to ensure adequate school provision, allied to improvements in the quality, flexibility and relevance of education, so as to improve the demand for education from poor parents. Incentives must be found to break the rural tradition of child labour at the expense of child development.

It is also now widely acknowledged that child labour cannot be tackled in isolation from rural poverty, particularly that of agricultural and plantation workers and small farmers. Measures have to be taken to improve the incomes/livelihoods of adult workers so children are not obliged to work to try to get the family a living wage.

Significantly, the Worst Forms of Child Labour Convention (No.182) does not allow for the exclusion of any sector of the economy or any category of workers. It is implicit that the elimination of the worst forms of child labour must be achieved for all girls and boys. Convention No. 182 thus shed a new light on the situation of children in agriculture, which may include their exposure to many safety and health hazards. Hazardous work in agriculture by girls and boys under 18 must be eliminated as part of the worst forms of child labour. If national minimum age legislation does not cover the agricultural sector or the non-commercial part of it, other effective measures have to be found.



“ **THE *elimination***
OF THE WORST
FORMS OF CHILD LABOUR
MUST BE ACHIEVED FOR
ALL *girls* AND *boys* ”

Convention No. 182 recognises that such elimination will only be achieved in a sustainable way if it is embedded in a broadly based policy framework that takes account of the needs of the children concerned and their families. Accordingly the Convention requires ratifying States to design and implement programmes of action to eliminate the worst forms of child labour as a priority, and establish or designate appropriate mechanisms for monitoring implementation of the Convention. It also says ratifying States should take time-bound measures for prevention; provide support for the removal of children from the worst forms of child labour and their rehabilitation; ensure access to free basic education or vocational training for all children removed from the worst forms of child labour; identify children at special risk; and take account of the special situation of girls.

Convention No. 182 goes beyond national policy by calling for international cooperation or assistance in the efforts to implement its provisions, including support for social and economic development, poverty eradication and education. It also provides for broad consultation among governments, workers and employers in the ILO's tripartite structure.

IUF
UITA
IUL



INTERNATIONAL UNION OF FOOD, AGRICULTURAL, HOTEL RESTAURANT,
CATERING, TOBACCO AND ALLIED WORKERS' ASSOCIATION

Children work because their parents are poor; they have to supplement the family income or provide unpaid labour. Child labour in agriculture cannot be tackled in isolation from one of its main causes - rural poverty. Trade unions can work to eliminate child labour but the main priority has to be improving the living and working conditions of adult workers and through this eliminating the need for children to work. Cheap child labour undermines or weakens the possibility of negotiating a fair and decent wage for adult workers. We must work to eliminate child labour in order to help break the cycle of rural poverty.

Ron Oswald
General secretary, IUF



The IUF is an international trade union federation representing workers throughout the food chain. Currently it has 336 affiliated trade unions in 114 countries.

Article: "Farm Death Toll Rises", Landworker, UK September/October, 2001.

WHAT CAN BE DONE BY TRADE UNIONS



The capacity of trade unions to perceive and respond to the problem of child labour depends, quite obviously, on their level of organization. But rather than wait until they have built themselves up to take action against child labour, trade unions can use child labour campaigns as a means of attaining their goals. Indeed, it is the attainment of basic trade union objectives – jobs, increased wages, improved working conditions, no discrimination of any kind in employment – that can help combat child labour.

The active involvement of trade unions in combating child labour requires a step-by-step approach which embraces:

- 1 **Investigation:** finding the facts at the local and national level, a watchdog role in bringing abuses to light;
- 2 **Institutional development:** establishing sustainable structures like child labour focal points, units, committees, and networks with other organisations;
- 3 **Policy development:** developing and updating policies and plans of actions;
- 4 **Publicizing:** publicizing the various forms of agricultural child labour and those which put children at most risk;
- 5 **Collective bargaining:** ensure in collective bargaining agreements a commitment not to employ/use child labour and to work to ensure its elimination;
- 6 **Monitoring:** making sure collective agreements and codes of conduct are being adhered to;
- 7 **Raising awareness:** workers' education and public information activities;

8

Campaigning: pressing for enforcement, public education, consumer action, etc.;

9

Mobilization: forming alliances with others, both within and outside the labour movement, to press for improved child protection measures and to advocate children's right to education;

10

Utilizing the supervisory machinery of international instruments: trade unions can report to the ILO Committee of Experts, the Working Group on Contemporary Forms of Slavery, and the United Nations Committee for the Rights of the Child. In recent years, trade unions in many countries have been able to implement some, if not all of these steps.

“BY FIGHTING FOR
their basics objectives
TRADE UNIONS
CONTRIBUTE TO
the elimination
OF CHILD LABOUR”



CONTAG АТМОС CONTAG

THE NATIONAL CONFEDERATION OF WORKERS IN AGRICULTURE (BRAZIL)

As in many other countries, in Brazil most child labour is in agriculture. However CONTAG has been at the forefront of the fight to stop child labour. In 1993, in partnership with the ILO-IPEC, the union started a "Child Workers' Programme" in 88 municipalities where there were large numbers of rural workers.

The main objectives of the Action Programme were to produce and disseminate information concerning the rights of rural working children and to train unionists to improve provisions in collective bargaining agreements on prohibition of child labour. The project produced 10,000 copies of a booklet on the rights of rural working children, provided five training courses for 150 union leaders and monitors and produced seven highly successful

radio programmes aimed at awareness raising. The programmes were aired on CONTAG's network of 160 local radio programmes.

The Action Programme did raise union leaders' awareness about child labour and how to combat it. It also brought together parents and working children to discuss living and working conditions of children in rural areas. The CONTAG estimates that 80% of the children participating in the second national forum of child rural workers were suffering from health problems, such as malnutrition or musculo-skeletal disorders.

This awareness helped the union in lobbying the Brazilian government to ratify the Convention No. 182 (which it did in February 2000). In 2000, a commission was established to determine the worst forms of child labour.

CONTAG's new challenge is to pressure the government to formulate public policies to implement Convention Nos. 138 and 182.



THE UNION IS SUGGESTING A SERIES OF MEASURES INCLUDING:

- Awareness raising amongst members of parliament, judges, employers, parents and children;
- Land reform;
- Universal social security;
- School scholarship programmes where poor families receive a minimum salary if they keep on sending their children to school;
- Including in collective bargaining agreements clauses to prohibit the use of child labour and to protect adolescent workers;
- Lobbying for ratification of Convention Nos. 129 and 184.

CONTAG is the largest agricultural workers' trade union. It covers both agricultural workers and small farmers; membership is currently 9 million. It is affiliated to the IUF.

PRACTICAL ACTION

In Ghana, the General Agricultural Workers Union has been able to negotiate a collective bargaining agreement (CBA) with the Ghana Oil Palm Development Company which contains the following clause:

"The management is committed to the eradication of child labour in and around the plantations, and within the country as a whole.

"The management shall, in conjunction with the Union take necessary action to ensure that child labour is absent from within and around the plantation."

GAWU believes that their CBA allows them the chance to:

- Share information with management on child labour issues
 - at the plantation
 - around the plantation
 - in the agricultural sector
 - within the country
- Undertake joint research/studies on child labour
- Conduct training and education
- Institute rewards and sanction schemes with particular reference to casual, small holders and outgrowers
- Deepen awareness about child labour and its manifold linkages with
 - the rights of children
 - the rights of women
 - workers' rights
 - human rights
 - sustainable development
- Unearth the causal linkages between child labour and cost-saving production and management methods
 - casualisation
 - contracting and sub-contracting
 - non-payment of social security on behalf of casual and contract workers and care for the aged
 - piece rate system of remuneration
 - depressing wages
- Campaign and advocate for national legislation and policy formulation.

Using framework agreements

The International Union of Food, Agriculture, Hotels, Restaurant, Catering, Tobacco and Allied Workers Association (IUF) has a long history of trying to engage transnational companies in international negotiations to ensure rights throughout the company. In 2001, IUF, along with the Co-ordination of Latin America Banana Workers Unions (COLSIBA), signed a framework agreement with the banana transnational Chiquita. The agreement obliges Chiquita to respect core labour standards including ILO Conventions 138 and 182. The agreement also obliges Chiquita to require that its suppliers, contract growers and joint venture partners respect these same standards.

Cocoa

In 2001, following media revelations about the use of child and forced labour in cocoa production in some West African states, the IUF was able in conjunction with several non-governmental organizations to begin talks with the chocolate and cocoa industry. All major interests in the global cocoa and chocolate industry, including the chocolate manufacturers were brought in to the negotiations.

This led to a joint statement which commits the signatories to a major long-term joint effort to address the worst forms of child labour in the sector. The joint statement also recognizes that child labour does not occur in isolation from general conditions and recognizes the need for action by appropriate parties to improve overall labour standards and access to education. The recognition by the world's chocolate and cocoa industry of the need to work with trade unions in the industry, represented through the IUF, raises the chances that this initiative will succeed.

The initiative and the practical activities will be developed around a joint foundation to be established in mid-2002 and will focus initially on West Africa.

Defining sustainable agriculture

Sustainable development and sustainable agriculture are much-used phrases. For sometime the IUF has been working, along with the ICFTU and other international trade unions, to get ILO core standards accepted as benchmarks/measures of sustainability. There have already been successes in the UN Commission for Sustainable Development. This allows trade unions to use the argument that agriculture that relies on child labour is not sustainable.

Consumers – ethical and fair trade

There have been many consumer initiatives relating to the elimination of child labour. These have led to major retailers, especially supermarkets trying to find ways to inspect and monitor their supply chains. In the best cases they look not just for child labour but for application of all core labour standards and more, especially health and safety provisions.

Recent schemes include the UK-based Ethical Trading Initiative - where trade unions, companies and non-governmental organizations work together to try to establish best practice in monitoring supply chains and getting compliance with the ETI's base code.

Fair Trade

Fair trade is also based on ILO standards but in addition gives a specific commitment to ensure a fair return to the producer. To provide this, consumers are asked to pay a slightly higher price, which then goes back to the producer - be it a small farmer or plantation worker.



International Tobacco Growers' Association (ITGA)



International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)

JOINT STATEMENT BY THE ITGA AND THE IUF

The ITGA and the IUF recognise the need to end the use of child labour in the tobacco growing sector and to provide children with an upbringing that gives them the best chance to succeed in all aspects of life.

The ITGA and the IUF share the view that child labour results from a number of factors including the generally poor social and economic conditions faced by tenant farmers and labourers. These poor conditions are often compounded as a result of the deaths of family members arising from the prevalence of AIDS in rural communities in many developing countries where tobacco is grown.

The ITGA and the IUF are jointly committed to the achievement of best practice in relation to both agricultural production and internationally recognized employment standards and workers' rights.

The ITGA and the IUF agree that the needs of each country differ and local solutions should be found within a framework including the following principles:

- Children have right to schooling, a full family life and a safe and healthy upbringing
- Children under the minimum legal age or under the age recognized by the relevant ILO Convention should not be employed in the production of tobacco leaf

Because many tobacco enterprises are family-run, it may be possible that children take part in routine chores as part of family life. However this must not extend to potentially hazardous tasks using machinery and crop chemicals.

The ITGA and the IUF will work closely with their members to develop a research programme that covers child labour and the general social and economic standards of tenant farmers and labourers.

The ITGA and the IUF recognise that these issues may be difficult to resolve in the short-term and will therefore require a long-term commitment from all parties concerned.

The ITGA and the IUF agree to seek to establish a joint programme of research, information exchange and action in order that internationally recognized standards can be fostered in countries where tobacco and related crops are grown. Priority countries and a timetable for this programme will be developed and announced at a later date. This programme will include joint activity in relation to AIDS awareness and prevention programmes.

For the ITGA:
Antonio Abrunhosa,
Executive Director

For the IUF:
Ron Oswald,
General Secretary

Witnessed on behalf on the International Labour Office (ILO):

Kari Tapiola,

Executive Director for Fundamental Principles and Rights at Work. Date: 10/6/1999

ACTRAV

THE ILO BUREAU FOR WORKERS' ACTIVITIES (ACTRAV)

As the main link between the International Labour Office and workers, the Bureau for Workers' Activities (ACTRAV) coordinates all the activities of the Office related to workers and their organisations, both at headquarters and in the field.

ACTRAV's mission is to maintain close relations with the trade union movement throughout the various countries of the world, to provide trade unions with the support of the International Labour Office in endeavours to strengthen their influence by promoting activities which defend and advance the rights of workers.

ACTRAV:

- is the link between the International Labour Office and one of its key stakeholders: the trade union movement
- ensures that the concerns of trade unions are incorporated into all the activities of the International Labour Office
- enables trade union organizations to make full use of the potential of the Office
- enables the Office to count on the support of trade unions in promoting and attaining its goals
- ensures that ILO projects and programmes address the needs of workers and their organisations and to promote the active involvement of trade unions in the activities of the ILO.

In addition to ACTRAV staff at the Geneva headquarters of the International Labour Organisation, Regional Specialists on Workers Education are active in Africa, Asia and Latin America, and Senior Specialists on workers' activities have been posted to form part of multi-disciplinary teams (MDTs) in the field.

The 2002/2003 ACTRAV document on Strategic Planning insists that the *"Capacity of workers' organisations is strengthened to deal with the issues of social protection including working conditions, social security and OSH... Gender equality, child labour and HIV/AIDS are given top priority."*

As well as its regular-budget activities, ACTRAV manages a number of projects funded by external donors. Most projects are at the national level, some are regional or inter-regional.



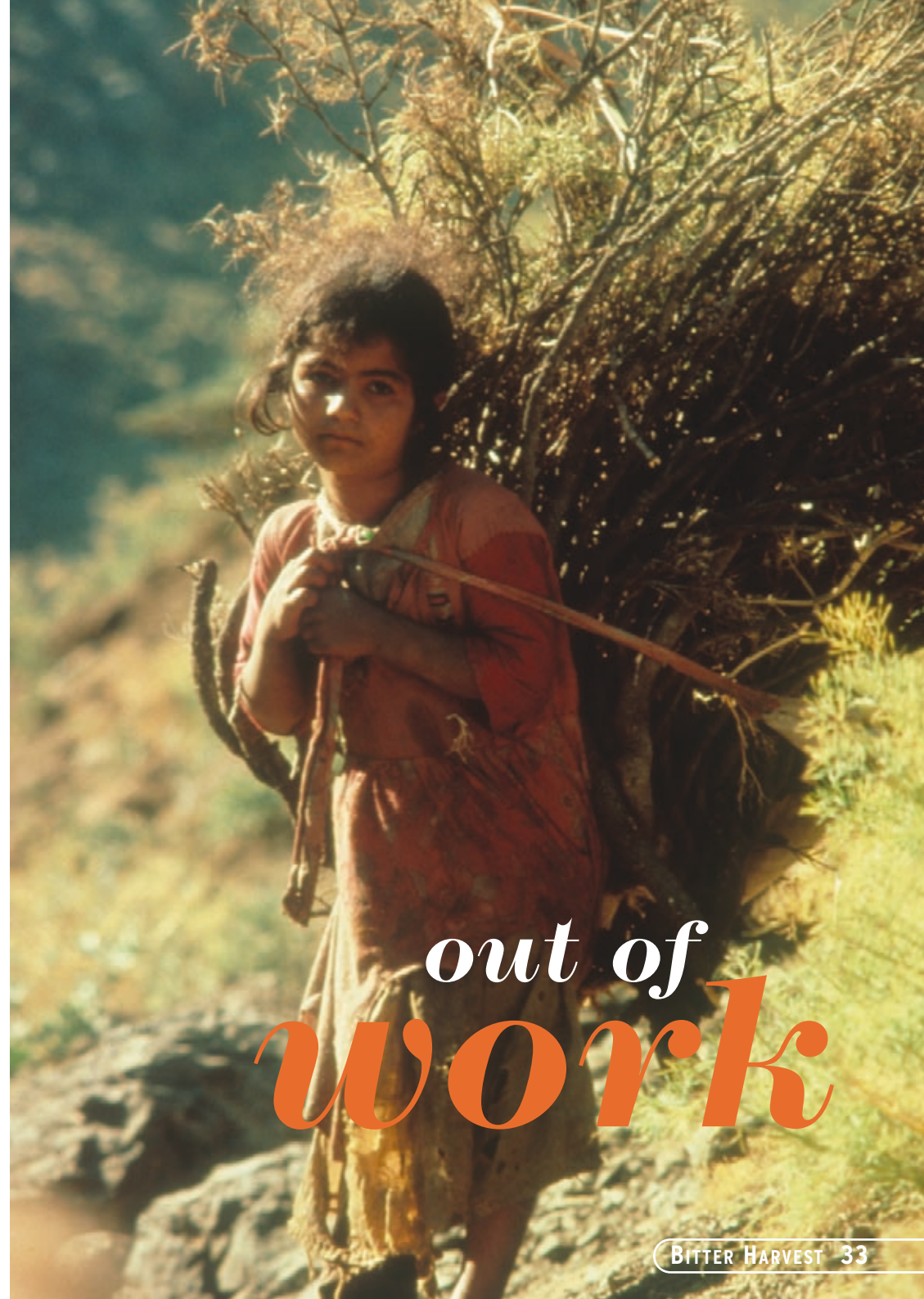
CHILDREN OUT OF WORK

...and into school

Child labour undermines the bargaining power of trade unions. Working children represent a plentiful source of cheap labour. This contributes to the depression of wages and leads to the weakening of trade unions' ability to negotiate improvements in workers' wages and conditions of service.

Workers' organizations are logical leaders in discovering and fighting child labour at the local, national and international level. Trade unions can and must assert the right of workers to adequate remuneration, reducing poor families' dependency on child labour. Workers' organizations have access to large numbers of adult workers and their families. Trade unions have a role to play in collective bargaining and in social mobilization efforts at the national and international levels.

The ACTRAV project "Developing National and International Trade Union Strategies to Combat Child Labour" has as its main objective to strengthen the ability of trade union organizations to start the process of developing trade union policy and action plans to combat child labour. In the beginning, the project focussed on close cooperation with the Global Union Federations (formerly referred to as International Trade Secretariats) and other international trade union organizations. Campaigns, awareness-raising workshops, research and action plans were carried out. From 2000 onwards, national centres of trade unions were approached in order to start the process of awareness raising, policy making and action planning at national and regional levels.



*out of
work*

A seven booklet folder to support trade unions in their fight against child labour has been developed through a collective process by trade unionists in the field. The initial draft was used in several workshops in Africa and Asia before the final editing process.



Booklet 5

COLLECTIVE BARGAINING TO COMBAT CHILD LABOUR

- How trade unions can use collective bargaining to combat child labour
- Different levels of trade union activity
- Tools to take action in the area of collective bargaining at their level of participation
- Information on other international initiatives

Booklet 6

USING ILO STANDARDS TO COMBAT CHILD LABOUR

- International labour standards - the core standards
- Guidance for the use of the two main ILO child labour conventions
- Other international instruments that can help in the fight against child labour

Booklet 7

THE TRIPARTITE STRUCTURE TO COMBAT CHILD LABOUR

- The role of the social partners in combatting child labour
- Building alliances and networks with other groups concerned to combat child labour
- Specific ILO departments and their activities to combat child labour

Booklet 1

A GUIDE TO THE WHOLE SEVEN BOOKLET FOLDER

Booklet 2

UNION POLICIES AND ACTION PLANS TO COMBAT CHILD LABOUR

- Child labour as a trade union issue
- A framework for trade union action
- Development of trade union policy
- Establishing priorities and action plans

Booklet 3

FACT FINDING AND INFORMATION ABOUT CHILD LABOUR

- Where to obtain existing data on child labour
- Methods trade unions can use to compile their own data.
- Information need for action

Booklet 4

CAMPAIGNING AGAINST CHILD LABOUR

- Campaign issues and different levels of action
- Developing sustainable campaigns

I N F O R M A T I O N

The booklets are available at ILO/ACTRAV Geneva.

On the web:

<http://www.ilo.org/public/english/dialogue/actrav/genact/child>
(training and campaign materials/
trade union manuals on child labour)

E-mail: monsen@ilo.org
actrav@ilo.org

Address: Bureau for Workers' Activities/
International Labour Office
4, route des Morillons
CH-1211 Geneva 22
Switzerland



IPEC

INTERNATIONAL PROGRAMME ON THE ELIMINATION OF CHILD LABOUR

ILO-IPEC's aim is the progressive elimination of child labour world-wide, emphasising the eradication of the worst forms as rapidly as possible.

The political will and commitment of individual governments to address child labour - in alliance with employers' and workers' organizations, non-governmental organizations, and society actors - is the foundation for ILO-IPEC action. Since its inception in 1992, IPEC programmes in more than 60 countries have had considerable impact in both removing hundreds of thousands of children from the workplace and raising general awareness of the scourge of child labour.

IPEC has a strong presence in the three regions most affected by child labour - Africa, Asia and Latin America. IPEC works with local partner organizations to develop and implement measures which aim at preventing child labour, withdrawing children from hazardous work and providing alternatives to them and their families, and improving working conditions as a transitional measure towards the elimination of child labour.

Among the strengths of IPEC's work are the solid research, analysis and evaluation efforts which complement its country programme and campaigning functions and which help reinforce ILO's role as a global clearing house for child labour information and legal expertise.

IPEC's statistical research on the scope of child labour is the responsibility of the Statistical Information and Monitoring Programme on Child Labour (SIMPOC).

The policy framework for IPEC is based on the Declaration on Fundamental Principles and Rights at Work, adopted in 1998, along with the Minimum Age Convention 138 (1973) abolishing child labour and Convention 182 (1999) eliminating and prohibiting the worst forms of child labour. Eradicating the worst forms of child labour, such as slavery, forced labour, trafficking, debt bondage, serfdom, prostitution, pornography, and various forms of hazardous and exploitative work, is an important first step in the wider effort to eradicate all child labour and, thus, a principal concern and focus of IPEC.



Convention No. 182, while acknowledging the important contributions from NGOs and civil society in general in the struggle against child labour, re-emphasised the key role that trade unions and employers' associations are expected to play in the rapid elimination of the worst forms of child labour.

The organisations of employers and workers are already playing an important role in the National Steering Committees of IPEC MoU (Memorandum of Understanding) countries. This role - in particular where it relates to their influence on national child labour policy and labour market policies in general - is already a very important contribution.

Workers' and employers' organisations are particularly well placed to allow members, private citizens, companies and corporations, and the private sector as a whole, to make positive contributions towards the struggle against child labour. IPEC will explore with ACT/EMP (ILO Bureau for Employers' Activities) and ACTRAV (ILO Bureau for Workers' Activities) how such examples could be multiplied, and perhaps expanded to the global level.

“IPEC's
AIM IS TO
eliminate
CHILD LABOUR
world-wide”

www.ilo.org/childlabour





ECLT ECLT ECLT

ELIMINATE CHILD LABOUR IN TOBACCO

The ECLT Foundation (Eliminate Child Labour in Tobacco) was founded in October 2001 in Geneva, Switzerland. It is the result of an innovative initiative and coalition of forces.

Background

In 1999, the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations (IUF) signed a statement with the International Tobacco Growers Association. This statement, which was witnessed and fully supported by the International Labour Organisation (ILO), recognized the need to contribute to the elimination of the use of child labour in the tobacco growing sector in order to provide children with an upbringing that would give them the best chance to succeed in all aspects of life. Two basic principles were stated:

- that children have the right to schooling, a full family life and a safe and healthy upbringing;
- and that children under the minimum legal age or under the age recognised by the relevant ILO Convention should not be employed in the production of tobacco leaf.

Shortly after, a tobacco company, British American Tobacco, joined in what was to become the first ever-global initiative to fight against child labour in tobacco growing. In October 2000, a conference was held in Nairobi by the three founding partners of this initiative as well as a high level representative of the ILO. The foundations were laid for ongoing collaborative work to eliminate child labour and for widening the network of possible new partners.

One year later, in October 2001, the ECLT Foundation was established. Beside the three founding members, new partners from the corporate sector have joined in: Gallaher Group, Imperial Tobacco, Japan Tobacco International, Philip Morris and Scandinavian Tobacco. The three major international leaf processing companies (Dimon, Standard Commercial and Universal Leaf) have also become members of the ECLT Foundation, of which the ILO is the key advisor. Despite sometimes opposite interests, these various sectors of the tobacco industry, representing agricultural waged workers, growers and the private sector, have joined in the same effort to fight for a common cause: **to eliminate child labour.**

ECLT Foundation work and principles

The largest use of child labour worldwide takes place in the agricultural sector and tobacco growing has its share. Rural children, in particular girls, tend to become economically active at an early age. These children are not only exposed to health risks associated with rural poverty but also those associated with agricultural work. Overall, the effects for children are:

- denial of their human rights and well-being;
- deprivation of their right to health, safety, education and overall childhood;
- denial of a decent future.

To combat this reality, the ECLT Foundation will support and fund local and community-based initiatives in order to raise awareness and fight pragmatically and with hands on projects against child labour. These projects need to be based on relevance, feasibility, cost-effectiveness and sustainability. Monitoring will play an important role as well. The ECLT Foundation is convinced that the most efficient way to be successful in fighting child labour is to build broad and effective alliances of partners on the ground: these include the ECLT Foundation Board members' affiliates as well as representatives of the civil society involved in the issue of child labour, namely NGOs, community and religious leaders, women's and teacher's associations and representatives from governments and UN bodies, such as the ILO and UNICEF. The Foundation's priority areas are Eastern and Southern Africa as well as Latin America.

In parallel to supporting locally based projects and initiatives, the ECLT Foundation will also launch and finance independent research with various institutes in order to better identify the reality of child labour on the ground and thus to improve its response capacity.

The ECLT Foundation cannot and will not substitute for government education programmes. However it will be able to fill specific gaps in providing local education in tobacco growing areas. It cannot wipe out the poverty that is the main cause of child labour but will try to help raise working conditions of the tobacco workers and small farmers. It cannot substitute for a public health system to fight AIDS but will contribute through education where AIDS is a major cause of child labour in tobacco growing.

ELIMINATE CHILD LABOUR IN TOBACCO FOUNDATION (ECLT)

28 Rue du Village, CH-1214 Vernier, Geneva

Switzerland

Tel: +41 22 306 1444

E-mail: eclt@eclt.org

Website: www.eliminatechildlabour.org

INTERNATIONAL LEGISLATION & CHILD LABOUR

One of the most important tools available to the ILO in the fight against child labour is the adoption of International Labour Conventions and Recommendations. The ILO adopted its first Convention on child labour in 1919, the year of its foundation. Over the years, a further nine Conventions on the minimum age of admission to employment were adopted, covering among others agriculture and fishing. The most recent and comprehensive ILO standards on child labour are the Minimum Age Convention, 1973 (No. 138), and its accompanying Recommendation (No. 146), and the Worst Forms of Child Labour Convention, 1999 (No. 182) and its accompanying Recommendation (No. 190).

The Minimum Age Convention (No. 138), supplemented by Recommendation No. 146 requires ratifying States to pursue a national policy to ensure the effective abolition of child labour, and to progressively raise the minimum age for employment or work. The Convention is a flexible and dynamic instrument setting various minimum ages depending on the type of work and level of development of the country concerned. Since the Convention covers all sectors of the economy and employment as well as work, there are several clauses allowing flexi-

bility, for example: a possibility to exclude limited categories such as family undertakings or the exclusion of some kinds of work carried out in the framework of education or training. The first principle of the Convention is that the minimum age should not be less than the age for completing compulsory schooling, and in no event less than age 15, and that the minimum age should be progressively raised to a level consistent with the fullest physical and mental development of young persons. Unfortunately many governments exempt small and family farms from the provisions of Convention No. 138.

The ultimate objective of Convention No. 138 is the effective abolition of child labour; as such it is a key instrument of a coherent strategy against child labour, whilst Recommendation No. 146 provides the broad framework and essential policy measures for both the prevention and elimination of the problem.

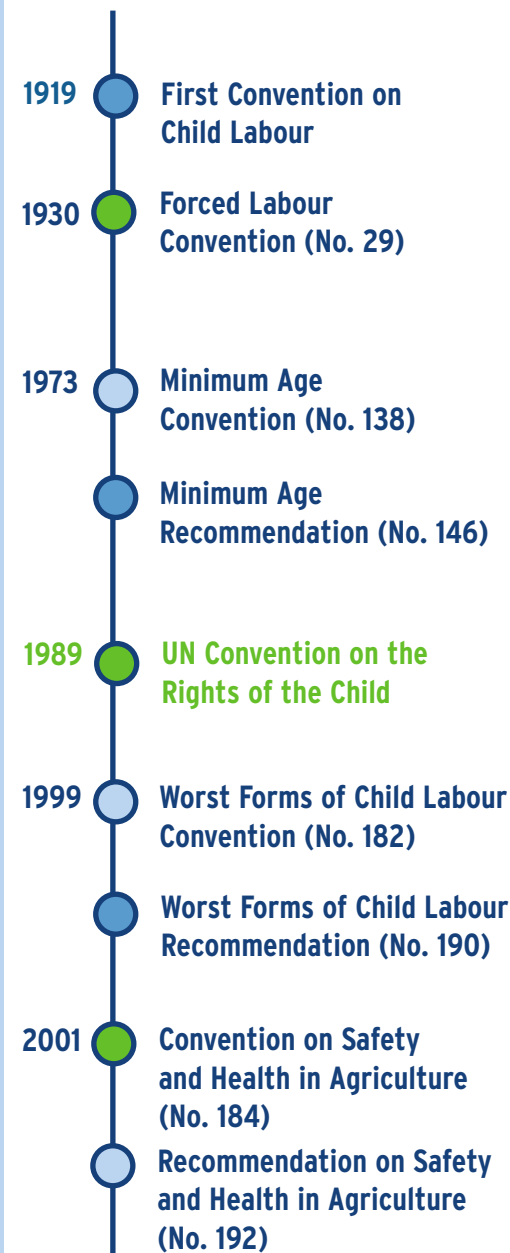
In June 1999 the International Labour Conference unanimously adopted a new Convention dealing with the issue of child labour. The Worst Forms of Child Labour Convention, (No. 182) reflects global consensus that there should be an immediate end to the worst forms of child labour - the Convention is recording the fastest

ever rate of ratifications in the history of the ILO. By March 2002, 117 countries had ratified.

Convention No. 182 covers all girls and boys under the age of 18 and does not allow for the exclusion of any economic sectors or categories of workers. It calls for "immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency".

Convention No. 182 defines the worst forms of child labour as: (a) slavery and forced labour, including child trafficking and forced recruitment for armed conflict; (b) child prostitution and pornography; (c) production and trafficking of drugs; and (d) work likely to harm the health, safety or morals of children. The Convention leaves it to national governments to determine the exact types of work to be prohibited as hazardous work under item (d) above - this should be done after consultation with employers' and workers' organizations and taking into consideration relevant international standards.

The Convention requires ratifying States to design and implement programmes of action to eliminate existing child labour and to prevent new instances. Such measures should include the rehabilitation and free education or vocational training for the children concerned.



Convention No. 182 did not revise or replace Convention No. 138, which remains the bedrock of national and international action for the total abolition of child labour. They complement each other: Convention No. 182 focuses on the worst forms as a priority target, while Convention No. 138 sets forth the ultimate objective of the effective abolition of child labour, and also clarifies what should be tackled as child labour by providing for the minimum age standards.

Article 16 of the Convention on Safety and Health in Agriculture (No. 184) reflects the provisions of Conventions 138 and 182 in relation to hazardous work; it states that the minimum age for assignment to hazardous work in agriculture shall be 18 years. This is an example of the consistency of the ILO approach on this issue and reflects growing global awareness of the problems of child labour.

Another ILO Convention that is crucial in protecting children against some of the worst forms of exploitation is the Forced Labour Convention, 1930 (No. 29), which is one of the most fundamental and widely ratified Conventions of the ILO.

The Minimum Age Convention (No. 138), the Worst Forms of Child Labour Convention (No. 182) and the Forced Labour Convention (No. 29) are all considered to be core Conventions of the ILO and are included within the scope of the ILO Declaration on Fundamental Principles and Rights at Work, which

was adopted by the International Labour Conference in 1998. The Declaration recognizes that certain ILO Conventions express principles and rights that are fundamental to the ILO Constitution and the Declaration of Philadelphia, to which all Member States commit when joining the ILO. The principles and rights included in the Declaration are freedom of association and the right to collective bargaining (Conventions 87 and 98), the elimination of all forms of forced or compulsory labour (Conventions 29 and 105), the effective abolition of child labour (Conventions 138 and 182), and the elimination of discrimination in respect of employment and occupation (Conventions 100 and 111). The Declaration states that all Members have an obligation to promote and realize the principles expressed in these Conventions regardless of whether or not they have been specifically ratified.

A good number of other international treaties are relevant to child labour. Foremost among these is the UN Convention on the Rights of the Child, 1989. The Convention seeks to protect a wide range of children's rights, including the right to education and the right to be protected from economic exploitation. This Convention is the most ratified in history, with all but a few countries having now adopted it.



CONVENTION 182

Worst Forms of Child Labour - 1999

Article 3

For the purposes of this Convention, the term the worst forms of child labour comprises:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Safety and Health in Agriculture, 2001

Article 16

1. The minimum age for assignment to work in agriculture which by its nature or the circumstances in which it is carried out is likely to harm the safety and health of young persons shall not be less than 18 years.
2. The types of employment or work to which paragraph 1 applies shall be determined by national laws and regulations or by the competent authority, after consultation with the representative organizations of employers and workers concerned.
3. Notwithstanding paragraph 1, national laws or regulations or the competent authority may, after consultation with the representative organizations of employers and workers concerned, authorize the performance of work referred to in that paragraph as from 16 years of age on condition that appropriate prior training is given and the safety and health of the young workers are fully protected.

CONVENTION 184



ILO / ACTRAV publications

Trade Unions Campaign Against Child Labour (Leaflet)

Training and campaign materials

Available in English, French, Spanish, Arabic, Khmer, Mongolian, Thai, Tanzanian

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part3_c/leaf.htm

Project on Combating Child Labour (Posters, stickers and bookmarks)

Available in English, French, Spanish, Arabic

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part4/publ/publ1.htm

Trade Unions and Child Labour: children out of work and into school, adults into work
Developing National and International Trade Unions Strategies to Combat Child
Labour Project INT/96/MO6/NOR, Bureau for Workers' Activities, International Labour
Office, Geneva: ILO, 2000

1 portfolio (7 booklets)

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part4/publ/publ1.htm

Trade Unions & Child Labour, Trade Unions Briefing on Convention 182

Developing National and International Trade Unions Strategies to Combat Child
Labour Project INT/96/MO6/NOR, Bureau for Workers' Activities, International Labour
Office, Geneva: ILO, 2000

Available in French

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part4/publ/publ1.htm

Say No to Child Labour!: children belong in school, adults in the workplace: guidelines
for trade unions in collecting background information on child labour

Developing National and International Trade Unions Strategies to Combat Child
Labour Project INT/96/MO6/NOR, Bureau for Workers' Activities, International Labour
Office, Geneva: ILO, 2000

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part4/publ/publ1.htm

Child Labour in Agriculture: a survey of national legislation

[by Suzanna Nola and revised and updated by Steve G. Bosnick]; Developing National
and International Trade Unions Strategies to Combat Child Labour Project
INT/96/MO6/NOR, Bureau for Workers' Activities, International Labour Office, Geneva:
ILO, 2000

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part4/publ/publ1.htm

Trade Unions Action against Child Labour: Brazilian Experience

Brasilia, DF, Brazil, ACTRAV, International Labour Office, 1997

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part4/publ/publ1.htm

Elimination of Child Labour: A Handbook

Compiled and Edited by Reny Jacob and Nisha Cairae, Published by Steering
Committee All India Teachers' Campaign for Eradication of Child Labour, ALACHE,
AIFTO, AIPTF, AISTF, in cooperation with Education International and ILO/ACTRAV,
April 2001

Available in PDF format at:

www.ilo.org/public/english/dialogue/actrav/genact/child/part4/publ/publ1.htm

ILO Declaration on Principles: a New Instrument to Promote Fundamental Rights

A workers' educational guide prepared by Monique Cloutier from The Bureau for
Workers' Activities, International Labour Office, Geneva, 2000

Available in English, French, Spanish, Portuguese, Arabic, Russian

Also available at:

www.ilo.org/public/english/dialogue/actrav/genact/child/index.htm#

Conventions and Recommendations

Codes of conduct as a tool for elimination child labour

The UN Convention on the Rights of the Child

The International Labour Office publications

Child Labour Briefing Material

Published by the International Training Center, International Labour Organization,
Turin, 2000

Available in English only

Web site: www.itcilo.it

Action Against Child Labour

Edited by Nelien Haspels and Michele Jankanish,

2000 xv+334 pp.

ISBN 92-2-110868-6

Child Labour: Targeting the Intolerable

International Labour Conference, 86th Session, 1998. Report VI, Part 1

1996, iv+127 pp.

ISBN 92-2-110328-5

Also available in French, Spanish, German, Arabic, Russian, Chinese and Italian

I am a child [videorecording]

International Labour Organization, Geneva

1996, 52 minute

VHS PAL: ISBN 92-2-110373-0

VHS NTSC: ISBN 92-2-110374-9

Also available in French, Spanish, Italian, Japanese and German

Shackled children [videorecording]

International Labour Organization, Geneva

1993, 52 minute

Also available in French, Spanish

Investigating the worst forms of child labour

IPEC projects

The following publications are currently available from the International Programme on the Elimination of Child Labour (IPEC). Please contact childlabour@ilo.org to request copies, or check the IPEC web site, www.ilo.org/childlabour, after March 1st 2002 to view the full reports. The additional 21 reports that complete the IPEC project investigate the worst forms of child labour through 38 rapid assessments will be produced and made available by July 2002.

Tanzania:

Children Working in Commercial Agriculture- Coffee: A Rapid Assessment
Children Working in Commercial Agriculture- Tea: A Rapid Assessment
Children Working in Commercial Agriculture- Tobacco: A Rapid Assessment

The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)

PUBLICATIONS

How to Ratify & Use ILO Convention No 184 on Safety & Health in Agriculture, a Campaign Guide
IUF Health, Safety and Environment Training Manual for Agricultural Workers, Section 6, 2002

Child Labour Statement, Resolution on Child Labour, Code of Conduct for the Tea Sector
www.iuf.org/iuf/ChildLabour/index.htm

Good Food, Safe Work: trade unions and sustainable development (2000)

Editorials from the IUF bulletin
www.iuf.org/iuf/editorials/index.htm

The International Confederation of Free Trade Unions (ICFTU)

PUBLICATIONS

Combating the Unacceptable: video on efforts to tackle worst forms of child labour [videorecording]
International Confederation of Free Trade Unions (ICFTU), Brussels
2002, 30 minute
To preview an 8 minute extract of the video:
www.icftu.org/displaydocument.asp?Index=991214790

The ICFTU has launched a new worldwide campaign to stop child labour. To make this campaign work, you and your union need to be actively involved. Here are some ways you can support the campaign: activities, petition, press, poster, flyer, documents, congress statement, contact and links.

www2.icftu.org/focus.asp?Issue=childlabour&Language=EN

Websites

United Nations Children's Fund (UNICEF)
www.unicef.org

International Labour Organization (ILO)
www.ilo.org

International Programme on the Elimination of Child Labour (ILO-IPEC)
www.ilo.org/childlabour

International Confederation of Free Trade Unions (ICFTU)
www.icftu.org/
www.icftu.org/focus.asp?Issue=childlabour&Language=EN
(Campaign to STOP Child Labour)

World Confederation of Labour (WCL)
www.cmt-wcl.org/en/pubs/childl.html

The Global Unions
www.global-unions.org

Human Rights Watch
www.hrw.org/children/

Eliminate Child Labour in Tobacco (ECLT)
www.endchildlabour.org

The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
www.fieldsofhope.org

Parts of this booklet may be reproduced and/or copied on condition that the source is indicated.

CONTACTS

DEVELOPING NATIONAL AND INTERNATIONAL TRADE UNION STRATEGIES TO COMBAT CHILD LABOUR

Project (INT/00/M17/NOR)

Telephone direct: + 41 22 799 6234

E-mail direct: [monsens@ilo.org](mailto:monsen@ilo.org)

Web: www.ilo.org/public/english/dialogue/actrav/genact/child

INTERNATIONAL LABOUR OFFICE (ILO)

Bureau for Workers' Activities (ACTRAV)

4, route des Morillons, CH-1211 GENEVA 22

Telephone: +41 22 799 70 21

Telefax: +41 22 799 65 70

Web site: www.ilo.org/public/english/dialogue/actrav/index.htm

E-mail: actrav@ilo.org

INTERNATIONAL UNION OF FOOD, AGRICULTURAL, HOTEL, RESTAURANT, CATERING, TOBACCO AND ALLIED WORKERS' ASSOCIATIONS (IUF)

Rampe du Pont-Rouge 8, CH-1213 GENEVA

Telephone: +41 22 793 22 33

Telefax: +41 22 793 22 38

Web site: www.iuf.org

E-mail: iuf@iuf.org

