



MODULE 1: Setting standards

MODULE 1: Setting standards		Time in minutes
1.1. Child labor		
1	Who is a child?	25
2	What are children’s rights?	15
3	What is child labor?	25
4	Are these examples of child labor?	45
5	What are the causes of child labor?	20
6	Where are children typically working in supply-chains?	30
7	What risks exist for children?	25
1.2. Forced labor		
8	What is forced labor?	10
9	Can we give examples of involuntariness and threat of penalty for adult workers?	30
10	Can we give examples of involuntariness and penalty for child workers?	30
11	Are these examples of forced labor?	50
1.3. The business case		
12	How could child Labor and forced labor impact business?	30

1.1 Child labor

a. Who is a child?

What does the term "child" mean to you?

How does the UNRC define the term "child"?

b. What are children's rights?

What rights do children have?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____
16. _____
17. _____
18. _____
19. _____
20. _____

c. What is child labor?

Use the following space to draw what "child labor" means to you.



Child labor is....

d. Are these examples of child labor?

Think of examples of situations in each of the following categories:

House chores	Acceptable economic activity
Child labor	Hazardous work

Are the following examples of child labor?

1. Maria, who is 11, is helping her mom harvest tomatoes.

It is child labor

It is not child labor

2. Leo, who is 15, is spraying pesticides on the crop on Sunday mornings while he is not at school.

It is child labor

It is not child labor

3. Beth, at 16 years, is hired by a farmer in her town; she still continues her studies.

It is child labor

It is not child labor

4. After dropping out of school, Lydia, a 15-year-old, works on the family farm.

It is child labor

It is not child labor

5. Zara supports her parents in the cotton field during harvest season. She helps when school is over, and her teacher lets her take exams early and leave school to help her family.

It is child labor

It is not child labor

6. Remy, age 10, takes water to her parents while they are working on the farm.

It is child labor

It is not child labor

7. John works three hours a day after school; he works every day.

It is child labor

It is not child labor

8. Carlos, 17 years old, is a very efficient worker; one of the tasks he does best is mixing and applying chemicals used in the field.

It is child labor

It is not child labor

e. What are the causes of child labor?

What are the main reasons for children to work?

What arguments are used by parents who want their children to work?

What reasons are used to keep children from working before legal age?

f. Where are children typically working in supply chains?

Draw a mind map showing where children typically work. Include different elements, such as tasks, working conditions, sector, type of employment contract, etc.

Remember to use drawings and symbols and not only words! Also select key words and print using upper or lower-case letter; use different colors. Connect the ideas with lines to show groups or associations.

Include anything that comes to mind!

A large empty rectangular box with a thin blue border, intended for drawing a mind map. The box is currently blank.

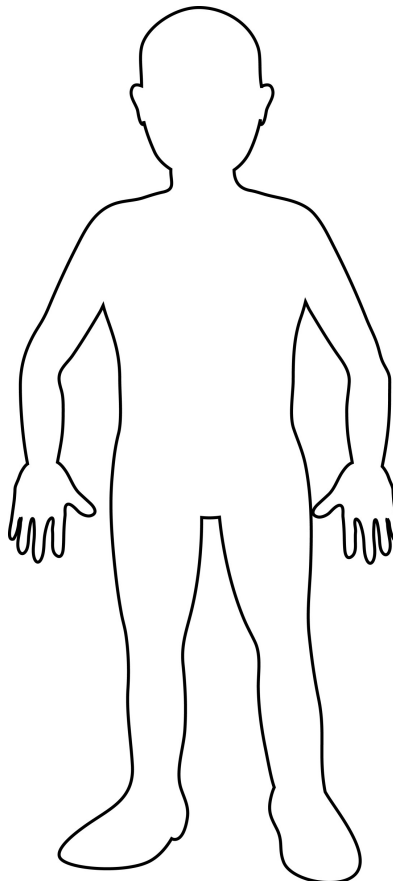
g. What risks exist for children?

Use the following illustration to draw in different hazards children working in agriculture are exposed to.

Use different colors to identify different symptoms. For example:

- aches and pains - blue
- breathing difficulties, coughing – red
- stress related disorders – green
- any other problems such as skin rashes, runny eyes and nose, dizziness, reproductive disorders – yellow

Indicate problems and causes and note specific areas of the body affected; indicate with an asterisk (*) the dangers to a child's health and safety that may not appear immediately, but rather have long-term effects.



1.2 Forced labor

a. What is forced labor?

What is forced labor?

Do you think forced labor is currently a problem in supply chains?

Who do you think could be exposed to forced labor on a farm?

What is the difference between trafficking and forced labor?

b. Can we give examples of involuntariness and penalty?

What are indicators of involuntariness in the case of recruitment?

What are indicators of penalty or menace of penalty in the case of recruitment?

What are indicators of involuntariness in the case of working conditions?

What are indicators of penalty or menace of penalty in the case of working conditions?

What are indicators of involuntariness in the case of termination of the labor relationship?

What are indicators of penalty or menace of penalty in the case of termination of the labor relationship?

c. Can we give examples of involuntariness and penalty for child workers?

Would the indicators of lack of consent be similar or different?

Would the indicators of threat of penalty be similar or different?

d. Are these cases of forced labor?

1. David was recruited in his village along with his family by a labor broker to work on a farm. He had to pay the labor broker an equivalent of five-months' salary to get the job. David is not paid directly but through the labor broker.

2. Sean gave his passport to the labor broker who hired him. The brokers keep his and his family's passports. The labor broker told Sean that this was for the best for security purposes, and that once the harvest season is over he can get his documents back.

3. Albert, his wife and their underage children are working on a farm and live in temporary camps which lack basic sanitation and water supply. The entire family to go to the farms every day to collect nuts. Albert is paid for the work performed by the whole family.

4. David gets paid at the end of the harvest season. He must borrow money from his employer to get by.

5. After finishing her regular tasks for her job, Abigail is requested by the farmer to help clean his house and do other chores, with no additional pay.

6. Armed men guard the plantation. To leave the plantation, workers must ask for permission.

7. Laura is paid with food and accommodation but no cash.

8. Felicity is a nonregistered migrant and doesn't speak much of the local language. She lives in a remote area. She knows she is getting paid very little, but every time she complains, her employer tells her that if she doesn't continue to work, he will report her, and she could risk deportation.

1.3 The Business Case

a. How could child labor and forced labor impact business?

Discuss with your groups the following two questions and fill in the table with examples.

How can ensuring a supply chain free from child labor and forced labor raise the bottom line?	How could not ensuring a supply chain free from child labor and forced labor reduce the bottom line?
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.

Key learning points

- The UNCRC defines a “child” as a person below the age of 18 unless the laws of a particular country set the legal age for adulthood younger.
- National legislations determine at what age a child becomes an adult.
- Children are both rights holders and stakeholders.
- The international community recognizes that children need special protection.
- The rights included in the UNCRC include survival rights, development rights, protection rights and participation rights.
- Not all work done by children is child labor.
- “Child labor” is defined as work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development.
- Whether or not particular forms of “work” can be called “child labor” depends on:
 - the child’s age;
 - the type of work;
 - hours of work performed;
 - the conditions under which the work is performed.
- Child labor refers to work that:
 - is mentally, physically, socially or morally dangerous and harmful to children; and
 - interferes with their schooling by
 - (i) depriving them of the opportunity to attend school;
 - (ii) obliging them to leave school prematurely; or
 - (iii) requiring them to attempt to combine school attendance with excessively long and heavy work.
- Such child labor can create irreversible damage to the child and violates international law and usually, national legislation.
- In most countries, work performed by a child under 15 or the age of finishing compulsory education is child labor, and therefore prohibited.
- A child between 5-11 years of age (12 years in developed countries) cannot perform any type of work regardless of the nature of work or whether the work is considered light.
- A child between the ages 12-13 (13-14 years in developed countries) can perform only light work when local law permits, and if it is not interfering with the child’s schooling and play and if the working environment is safe from risks.
- Children between 15-17 years (14-17 in developing countries) are allowed to work unless it is hazardous work.
- Some countries allow children aged 16-17 to engage work included on the hazardous work lists on the condition that their health, safety and morals are fully protected, and that the young persons have received adequate instruction or vocational training in the relevant activity.
- Even where work for 16-17 year olds is permitted, much farm work will remain off limits because adequate protection cannot be ensured.

- Not all work done by children should be classified as child labor and targeted for elimination.
- Child labor is a symptom of the underlying problem of widespread poverty and inequality in society.
- The reasons for child labor are varied and complex and they include poverty, parents' attitudes and knowledge, barriers to education, market demand, and the perceived and suitability of children for certain types of work.
- Efforts to address the root causes of child labor are unlikely to be effective without a multi-stakeholder approach.
- In the immensely diverse agriculture sector, which includes everything from multinational agribusinesses to family units, child workers may be permanent, seasonal, piece workers, slaves or family workers.
- In the informal sector, children may be found as paid workers, "apprentices," unpaid workers without contracts, domestic servants, home workers, and subcontractors.
- In the formal sector children may be employed as permanent workers, seasonal or daily workers, apprentices with or without contracts, and children who are on the premises with a parent and may be asked to help.
- Occupational health and safety experts consider agriculture to be among the most dangerous of occupations.
- Children are more susceptible to and more adversely affected by specific work hazards than adults because children differ from adults in their physiological and psychological make-up.
- The effects of hazardous working conditions on children's health and development can be devastating.
- Children are also much more vulnerable than adults to physical, sexual and emotional abuse.
- Forced labor is work that a person has not engaged in voluntarily (concept of "involuntariness") and that is performed under the threat of penalty (concept of "coercion") from an employer or a third party.
- The penalty may take place during the recruitment process or on the job.
- The penalty can be physical or psychological.
- Forced labor exists in industrialized as well as in developing countries.
- Involuntariness implies to work entered into work involuntarily or work that cannot be freely terminated.
- The penalty or threat of penalty can be physical or psychological.
- The three phases of forced labor are recruitment; work; deployment (post-work phase).
- There are financial, legal and other considerations affecting the company's bottom line that provide incentives to take human rights seriously.