

**Proceedings**  
**of the**  
**South Asian Sub-regional Trade Union Workshop on Child**  
**Labour in Plantations**

held in Kathmandu between 4-6 September 2000

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# **The proceedings of The South Asian Sub-regional Trade Union Workshop on Child Labour in Plantations.**

held between 4-6 September 2000, Kathmandu

The three-day South Asian Sub-regional Trade Union Workshop on Child Labour in Plantations were held in Kathmandu between 4 to 6 September 2000. Trade unionists and IPEC Country Managers from Bangladesh, India, Nepal and Sri Lanka participated in the workshop that was jointly co-ordinated by Mr. Satoru Tabusa and Ms. Else-Marie Osmundsen from Bureau of Workers' Activities (ACTRAV), Geneva and Mr. D.P.A. Naidu of ILO-SAAT India.

The workshop was a part of ACTRAV's attempt to mobilise workers in the region against child labour. In order to strengthen the plantations trade unions, ACTRAV conceptualised the seminar with objectives of (a) identifying key child labour issues in the plantation sector in South Asia, (b) develop medium and long term policy and strategies to end child labour in plantations with trade unions being a key instrument for change and (c) promote international labour standards in the plantations sector, particularly Convention 182 on the worst forms of child labour.

## **DAY I OPENING SESSION**

In her inaugural address to the workshop the Senior ILO Adviser in Kathmandu Ms. Leyla Tegmo-Reddy said that according to the ILO estimation of 250 million working children between the ages of 5 and 14, nearly 120 million work full-time with Asia accounting for 61 percent of the world's total. Presenting an alarming figures, she said that in some areas of the world up to 20 percent of the economically active children are under the age of ten. She said 14 to 17 percent of the children around the world who do not attend school are working 49 hours or more per week. And 11 to 13 percent are working 56 hours or more per week. She, however, said that despite the alarming facts, there is reason for optimism because there has been a radical shift in attitudes towards the child labour problem and more countries are initiating actions against it.

Ms. Tegmo-Reddy said that the ILO Minimum Age Convention 138 remains the fundamental international standard with view to achieving the total abolition of child labour, but more recently there has been a growing international consensus that more attention needs to be given to the extreme forms of child labour to protect children from hazardous occupations, industries and activities, no matter the level of poverty or development. The international consensus led to adoption of Convention 182 during the ILO International Conference in June 1999.

She also noted that the labour force participation rate is 21 percent for children aged 5 to 9, and 61 percent for children aged 10 to 14 for Nepal with higher participation rate for girls than boys and much higher in rural areas than in urban areas. About 68 percent of children aged 5 to 9 and 74 percent of children aged 10 to 14 are currently attending school. She also added that rate of school attendance for those aged 5 to 14 is much higher in urban areas (87%) than in rural areas (69%). The bulk of economically active children are not paid for their work. About 95 percent of them provide labour to the rural agricultural sector while the rest work as construction, transportation and communication workers.

As an attempt to reverse the situation for Nepalese children, ILO Kathmandu office is providing support to the Ministry of Labour and Transport Management to take the lead role in the formulation of a Master Plan of Action on child labour for 2001-2010. The proposed Master Plan will aim at eliminating the worst forms of child labour by 2005 and all forms of child labour by 2010. Nepal has been selected as one of the three countries in which IPEC will work closely with partners on a time bound programme to eliminate the worst forms of child labour in Nepal.

(see full text in Annex III (a) )

The Director of ILO South Asia Multi Disciplinary Advisory Team Mr. A.S. Oberai said that child labour remains a formidable challenge in South Asia despite the government legislation. Though statistics vary, more than one-third of the world's working children live in South Asia. Poverty is the basic cause of high incidence of child labour, South Asia is home to 40 percent of world's poor. He recognised under-investment in human capital and lack of integration of the region with the world economy as the major reasons for the rampant poverty in the region. He revealed that though poverty is an important determinant of child labour it is only a part of the explanation and children work because they have nothing else to do. He said causation is not from child labour to non-attendance at school but vice versa adding that the case was more true to plantation sector because almost invariably schools here are inaccessible both physically, mentally and psychologically.

He also pointed out wages based on outputs in the plantations are dragging children into labour. Since a minimum level of output should be achieved daily to receive wages and structures are such that higher levels of payments and bonuses are accruable at very high output levels then the child's contribution becomes significant for families. Child labour thus becomes socially acceptable and seen as a wholesome preparation for adulthood consequently neither the plantation management or the trade unions have been able to persuade families for total elimination of child labour from plantation sector.

He opined that though there are laws prohibiting child labour in most of the countries of South Asia, they are unlikely to be implemented effectively due to lack of a wider and full social understanding and acceptance of the consequences and implications of child labour. He also noted that since workers in plantations in all the four participating countries are strongly unionised and the trade union leadership is accepted by the workers almost completely, the trade unions in these countries enjoy a strong leverage to influence the minds of workers on child labour. He further pointed out that trade unions can develop better understanding with management to draw upon their support towards finding alternatives for children and support initiatives of the management in providing primary schooling for them. Trade unions could also take the initiative to include the elimination of child labour in wage negotiations with the management as a goal to be jointly achieved and to introduce this as an integral part of the long term settlements that are arrived at between the management and trade unions, he suggested. He further suggested that trade unions can play important roles in advocating against child labour to change community's attitude towards early labour, rehabilitation of child labour, elimination of child labour by reaching agreements with management, by taking steps for rehabilitation of child labourers by opening non-formal education centres and by influencing the government to ratify and apply Conventions 138 and 182. (see full text in Annex III (b) )

In a written message read out by Under Secretary Dev Ratna Tamrakar Nepal's State Minister for Labour and Transport Management Surendra Hamal said that the exploitation of child labour is recognised as a major social problem and viewed as a syndrome of poverty, underdevelopment and socio-economic backwardness that jeopardises the children's potentialities. He identified fragmentation and unequal distribution of land as the factors that push the 82.6 percent of Nepal's population who is directly depend on agriculture into labour exploitation. He said that 47 percent of the population is underemployed, 4.9 percent is unemployed and more than 44 percent lives below poverty line.

The State Minister further said that the Nepalese government is committed to follow a proactive policy to tackle problems of child labour and safeguard children's human rights. The government is also committed to abolish the worst forms of child labour by 2005 and all forms of child labour by 2010 in line with SAARC declaration and ILO conventions. To achieve the goal of eliminating child labour the government needs to approach the issue in an integrated manner securing support from all concerned governmental, non-governmental organisations and international agencies, he said. State Minister Hamal recognised trade unions as the able forces that would help ensure workers' rights and expressed government's willingness to work in partnership with the trade unions to eliminate child labour within the set timeframe. (see full text in Annex III (c) )

After a brief outline of the workshop and formal introduction of his fellow workshop co-ordinators by Mr. Satoru Tabusa from ACTRAV Geneva, the Chairperson of the session Mr. Laxman Basnet, Deputy Member of ILO Governing Body, inaugurated the workshop formally. In his inaugural speech Mr. Basnet cautioned that since South Asian countries are lacking in modern technology, the countries may turn to hiring children for cheaper labour to reduce production cost. He said that Nepal has already eliminated child labour from plantation sector, but with tea plantation being recently privatised the new owner might start hiring children for cheaper labour. He opined that trade unions can play a vital role in making the communities aware about the ill effects of child labour. He also called for government level understanding between South Asian countries to curb the trafficking in children for labour exploitation.

## **SESSION I**

In the beginning of this session the workshop co-ordinators introduced ACTRAVE and its attempts to educate the workers about ill effects of child labour use. ACTRAV promotes the tri-partite relationship of trade unions, employer's unions and government with the main objective of strengthening the trade unions globally. Workers education is the basic means and modality for ACTRAVE to strengthen trade unions; it organises national level training for individual trade unions, publishes training materials to be used by trade unions and help the trade unions build up their training capacity so that they can train their own members. ACTRAVE also organises intensive, residential training courses of 3 to 4 weeks for education officers and training co-ordinators in its international training centre in Italy.

Another major activity of ACTRAVE is to discuss policy issues with trade unions so that they can develop clear-cut views and policies on issues like fixation of wages, effects of globalisation, employment issues, policies of World Bank and other international financial institutions etc. In almost all the countries the world over the percentage of trade union members against the number of workforce is declining because of the fast growth of difficult-to-organise informal sector. ACTRAVE through training programmes help trade unions shape up their policies and programmes to address effectively the informal sector workers and child labour issues. Training are organised to outline the ways to promote trade union actions against child labour and co-ordination and partnership between IPEC and trade unions at the national level.

After the self introduction of the participants, National Programme Manager of IPEC Kathmandu Mr. Yadav Amatya made a presentation to familiarise the participants to ILO Conventions No. 138 and 182, the ILO Standard on Child Labour. Both the Conventions are included as ILO core Conventions, but there are minor differences between the immediate objective of the Conventions. Convention 138, adopted in 1973, is a comprehensive convention on child labour that covers all sectors of employment. This Convention is flexible that allows a ratifying state to exclude, after consultation with organisations of employers and workers, limited categories of employment or work and

economic sectors in respect of which special and substantial problems of application arise. The Convention permits, at an initial stage, the exclusion of an entire branch of economic activity by a ratifying nation on the basis that its economy and administrative facilities are insufficiently developed. The Convention must, however, be applicable at a minimum to (a) mining and quarries, (b) manufacturing (c) construction (d) electricity, gas and water (e) sanitary services (f) transport, storage and communication (g) plantation and other agricultural undertakings mainly producing for commercial purposes.

Convention 138 is a consolidated Convention of all the earlier ILO Conventions on child labour that aims at gradual but total elimination of child labour. It sets the minimum age for admission to any employment at 14 but bars children under 18 from entering hazardous works and contains provisions concerning the protection of working children that includes fair remuneration, limitations of the working hours, provision for weekly rest days and annual holidays, coverage by social security schemes and maintenance of satisfactory standards of safety and health. It does not talk specifically on child trafficking, children in armed conflicts and use of children for illicit activities, but demands that measures be taken to set penalty for violators, record keeping of children under 18 and strengthening the inspection services as responsibilities of a member state.

Convention 182, adopted in 1999, covers and aims for the elimination of the worst forms of child labour. It identifies 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, the use, procuring or offering of a child for prostitution, for production of pornography or pornographic performances, the use, procuring or offering of a child for illicit activities like production and trafficking of drugs and works which by its nature or the circumstances in which it is carried out, is likely to harm the health, safety and morals of children as the worst forms of child labour. This supplementary Convention (to the Convention 138) demands for immediate elimination of worst forms of child labour through time bound programmes, guarantee of access to free and basic education for children, programme for children at special risk and international co-operation including socio-economic development and poverty reduction programmes. Unlike Convention 138, this Convention encourages involvement of NGOs and other concerned groups on decision making.

## **SESSION II**

In this session the participants were divided into country groups; they identified the activities taken up by children in the plantation of their respective countries. They were asked to concentrate specially on identifying the hazardous forms of child labour arising from and around plantations. The groups then were asked to categorise identified activities into (A) worst forms of child labour, which should be eliminated without delay; (B) the activities that need to be eliminated but are not as hazardous as the activities in the first; and (C) forms of activities which might be acceptable and harmless to child's health or development.

The groups categorised activities likely to cause physical harm and injuries, hazard to health, excessive fatigue and employment likely to harm the children morally and create a situation where their labour could be exploited and their education be interrupted under the category A. Under the Category B, they put the activities which can cause interruption to education and fatigue and they categorised the light activities which would help their families under the category C.

( See Annex IV (a) for details)

## **DAY II**

### **SESSION III**

During this session all the four participating National Programme Managers for the IPEC made presentations on activities carried out by the IPEC in partnership with various trade unions in their respective countries.

In **Bangladesh** the ILO-IPEC programme started in 1995 with the main objectives of creating a social mobilisation through the NGOs, trade unions and employers' organisations for gradual elimination of child labour. The priorities were systematic analysis of the problems through studies, developing effective strategies and models for attacking the problem. With the initiation of ILO-IPEC country programme, the issue has been socially highlighted and the attitude of the policy makers, government towards the problem is gradually and positively changing and more donors are coming in to fund various programmes. By the end of next year, an action programme will be undertaken on Formulation of a National Policy on Child Labour and will be implemented by the Ministry of Labour and Employment.

ILO-IPEC in Bangladesh is working with 12 trade unions for awareness raising and direct servicing the workers. The strategy adopted under the IPEC/trade unions partnership involves withdrawal of children from employment, providing them with non-formal education and mainstreaming them with government operated schools, provide skill development training and, as incentives, provide credit support and health services to the families.

The IPEC activities in **India** can be divided into two phases. During the first phase (1992 to 1997) IPEC worked through trade unions, NGOs and governmental and semi-governmental institutions in areas of direct support for running schools, awareness raising and advocacy, capacity building by organising training for labour officers and factory inspectors and institutional strengthening by facilitating studies and researches. On the second phase since 1998, IPEC is engaged in rehabilitation of children from hazardous and intolerable working conditions in selected districts through Integrated Area-specific Projects.

In **Nepal** IPEC activities began in 1995 with designing of the national framework. Since then IPEC has been working in partnership with governmental and non-governmental organisations, universities and media organisations and employers' and workers' organisations. The children in carpet, transport, factories and other informal sectors, bonded child labourers and children at risk of being trafficked are the main target groups for IPEC activities in Nepal. The programmes focus on policy development and research, legislation and enforcement and social mobilisation and advocacy. The IPEC Kathmandu conducted a survey in tea estates in partnership with a trade union that is represented in National Steering Committee. IPEC also organised workshops for trade unions to familiarise them with child labour issue, held field visits to study children working in brick kilns and stone quarries and it is also developing a code of conduct for trade unions to monitor of child labour incidence in the workplaces.

Children are not employed in the plantation sector in **Sri Lanka** but a large number of children of plantation workers are employed as domestic help, employed in eateries, some are involve in soldiering and perhaps a few are involved in sex trade, forced by poverty caused by low wages for adult workers and mismanagement of family income by their parents. The IPEC in Sri Lanka believes that trade unions can pressurise the government and management to establish schools near plantations, create awareness among the management against child labour use, train its members on family income management and ensure women's access and control over family income, educate the union members on importance of education, feature child care facilities in the collective bargaining and increase membership of women in the unions.

## **SESSION IV**

In this session, the participants were again divided into country groups with a task of Developing Trade Union Policy to Combat Child Labour in Plantations. Firstly the groups were asked to identified (A) the main issues for their organisations; (B) identify what actions were needed to be taken by the trade unions; (C) how the identified actions could be carried out effectively; and (D) when it can be achieved. The groups were asked to be realistic and set achievable goals for their organisations and they were also asked to concentrate on a small number of urgent issues.

The groups mainly concentrated on awareness raising and educating their members against child labour, pressurising the governments and management for pro-child labourer legislation and labour standards enforcement, sensitise the law enforcers, create facilities like day-care and non-formal education centres for children, arrange incentives to motivate attendance of schools, provide alternatives to early labour, establish facilities to rehabilitate working children and carry out surveys. All the groups emphasised on roles of management and governments in carrying out their selected short-term activities. (see Annex IV (b) for details)

## **DAY III**

### **SESSION V**

The participating trade unionists were again divided into country groups where they were asked to (A) identify advantages of trade unions in dealing with child labour issues; and (B) identify the types of actions better used by trade unions.

The groups identified their close contacts with workers and parents of working children, affiliation of workers to trade unions, political influence, affiliation with international trade unions, collective bargaining capacity and trade unions as existing organisation as their advantages over governmental and non-governmental organisations in dealing with child labour issues.

The trade unions thought identifying the areas where children are being employed and pressurise employers against it, educating grass-roots level leadership and trade union members on ill effect of child labour, seeking joint efforts with local governmental bodies to eliminate child labour, facilitate upgrading of school facilities, pressurise government for enforcement of labour laws and standards, build alliance with friendly organisations and pressurise government for ratification and application of relevant ILO Conventions as the types of action they can effectively carry out.

The four participating National Programme Managers for ILO-IPEC in Bangladesh, Indian, Nepal and Sri Lanka also discussed among themselves on how to increase co-operation between IPEC and trade unions. They identified improving trade unions' understanding of IPEC policies and activities as the most vital condition to increase co-operation between IPEC and trade unions. As a new policy they suggested that at least half an hour time should be allocated in all the workshops organised by SAAT, ROAP, ACTRAVE for ILO information. The IPEC Managers identified influencing national policies, intensifying advocacy and awareness raising on child labour issues, research and survey, including monitoring of child labour incidences in formal and informal sector and implementing action plans as the expected activities to be carried out by trade unions. They also said that IPEC assistance can be provided for institutional and capacity building of trade unions through material support and training on project designing, implementation, monitoring and evaluation and through co-ordination and technical support.

### **SESSION VI**

The country groups were asked to draft **Work Plans** to be implemented by the trade unions in their respective countries. The country groups identified issue, joint activities for combat against child labour, approaches to deal with the issues and set the time frame for completion of the identified activities.

The groups emphasised on awareness raising, establishing education and training facilities, mobilising their members, pressurising management through practice of collective bargaining rights and pressurise government for effective enforcement of laws to ensure fair wages, health and safety arrangement for workers and to remove and rehabilitate child labourers.

(see Annex IV (c) for details)

**Evaluation** : At the end of the workshop the participants were asked to evaluate the workshop in country groups. They were asked to (A) check if the aims of the workshop were met; (B) point out the most useful and (C) least useful parts of the workshop and (D) suggestions for improvement were asked.

The groups found the workshop to be useful but appreciate if its duration could be extended so as to allow more time for preparation and development of the work plan. They found that the workshop was successful in meeting the aims and that all parts of the training was useful.

They also pointed out that the workshop needed to make more participatory, discussions could have become more fruitful if back-ground papers were distributed in advance, use of audio-visuals could have made workshop more interesting and could have been more fruitful if time was allocated for experience sharing among the trade unions coming from different countries.

**List of Participants**

<b>SN</b>	<b>Name</b>	<b>Organization</b>	<b>Country</b>
1.	Mr. Mujibur Rahman Bhuiyan	BJSL	Bangladesh
2.	Mr. Shakhawat Hussain	JSP	Bangladesh
3.	Mr. Rajendra Prasad Boonerjee	Bangladesh Cha Sramik Union (BCSU)	Bangladesh
4.	Ms. Joyshree Boonerjee	Bangladesh Cha Sramik Union (BCSU)	Bangladesh
5.	Mr. Nurul Anwar	Bangladesh Agricultural Farm Sramik Federation	Bangladesh
6.	Mrs. Fatima Rashid Hasan	National Programme Manager IPEC/ILO	Bangladesh
7.	Ms. Meena Patel	IUF	India
8.	Mr. P. A. Josep	Indian National Plantation Workers' Federation (INPWF)	India
9.	Mr. K. K. Vijay Kumar	Kerala Pradesh Plantation Mazdoor Federation (KPPMF)	India
10.	Mr. Madhusudan Khandait	Assam Chah Mazdoor Sangha Jiban Phukan Nagar (ACMS)	India
11.	Mr. Nagen Tanti	Assam Chah Mazdoor Sangha Jiban Phukan Nagar (ACMS)	India
12.	Mr. Mohd. Alimuiddin Ansari	Hind Khet Mazdoor Panchayat (HKMP)	India
13.	Mr. M. G. Aiyappa	Karnataka Industrial and Plantation Labour Union (KIPLU)	India
14.	Mr. G. Jagannathan	The Estates Staff's Union of South India (ESUSI)	India
15.	Mr. Samir Roy	West Bengal Cha Mazdoor Sabha (WBCMS)	India
16.	Ms. Durga Gurung	West Bengal Cha Mazdoor Sabha (WBCMS)	India
17.	Mr. R. K. Khurana	Finance & Programme Officer IPEC/ILO	India
18.	Mr. Sinniah Rajmany	CWC	Sri Lanka
19.	Mr. J. G. Athukorala	JSS	Sri Lanka
20.	Mr. Ramiah Ganeshan	Lanka Jathika Estate Workers Union (LJEWU)	Sri Lanka
21.	Mr. Sivanandiyam Marimuthu	Lanka Jathika Estate Workers Union (LJEWU)	Sri Lanka
22.	Mr. Keerthi Mannapperuma	The Ceylon Estates Staff's Union (CESU)	Sri Lanka
23.	Ms. Anberiya Hanifa	National Programme Manager IPEC/ILO	Sri Lanka
24.	Mr. Satoru Tabusa	ILO	Geneva
25.	Ms. Else-Marie Osmundsen	ILO	Geneva
26.	Mr. A. S. Oberai	ILO/SAAT	New Delhi
27.			
28.	Mr. Arjun Timsina	Nepal Trade Union Congress (NTUC)	Nepal
29.	Mr. Hem Khadka	Nepal Tea Garden Workers Union	Nepal
30.	Mr. U. Upadhyaya	GEFONT	Nepal
31.	Mr. Bharat Rai	NTPWU	Nepal
32.	Mr. Y. Amatya	ILO/IPEC	Nepal
33.	Mr. Tor Monsen		Norway



## South Asian Sub-regional Trade Unions Workshop on Child Labour in Plantations

4-6 September 2000, Kathmandu

### Programme

#### Monday, 4 September 2000

08.30-09.00 Registration

09.00-10.00 **Opening Session**

10.00-10.30 Coffee Break

#### **Session I**

10.30-11.30 ILO Workers' Activities Bureau (ACTRAV) and Child Labour

11.30-12.30 ILO Standards on Child Labour:  
Introduction to the ILO Conventions No.138 and 182

12.30-14.00 Lunch Break

#### **Session II**

14.00-15.30 Group Work:  
Child Labour Situation in Countries in South Asia

15.30-16.00 Coffee Break

16.00-17.30 The Report Back including Examination of Survey on  
Joint Labour in Plantations in Southeast Asia

#### Tuesday, 5 September 2000

#### **Session III**

09.00-10.30 How to use ILO Conventions in Combatting Child Labour (Conventions  
No.138 and 182)

10.30-11.00 Coffee Break

11.00-12.00 Activities of IPEC in Southeast Asia and its Cooperation with Trade Unions

12.30-14.00 Lunch Break

<b>Session IV</b>	
14.00-15.30	Group Work: Developing Trade Union Policy to Combat Child Labour in Plantations
15.30-16.00	Coffee Break
16.00-17.30	Report Back and Preliminary Discussions

**Wednesday, 6 September 2000**

**Session V**

09.00-10.30	<b>Parallel Session 1</b> How to Cooperate with Trade Unions (IPEC participants)
	<b>Parallel Session 2</b> Materials for Trade Union Campaigns Against Child Labour (Trade Union Participants)
10.30-11.00	Coffee Break
11.00-12.00	Report Back and Plenary Discussion

**Session VI**

12.00-12.30	Group Work: Work Plans
12.30-14.00	Lunch Break
14.00-15.00	Group Work: Work Plans (...continued)
15.00-15.30	Presentation of Work Plans
15.30-16.00	Coffee Break
16.00-17.30	<b>Evaluation and Closing Session</b>

## **Welcome address by**

**Ms. Leyla Tegmo-Reddy**  
**Senior ILO Adviser**

On behalf of the International Labour Organization, I would like to welcome you all to “South Asian Sub-regional Trade Unions Workshop on Child Labour in Plantations” .

Protecting children is one of the essential elements in the pursuit of social justice and universal peace. Child labour works against investment in human capability, against the provisions of decent and dignified work and against the reduction of poverty. Child labour robs children of their health, their education and even their lives. A recent ILO publication refers to it as a problem with many faces . It clearly shows the picture by stating that:

- “It is the faces of children, as young as eight years old, descending 30 metres underground to dig in mines for eight hours a day, without proper lighting and ventilation.
- It is the faces of children sold into bonded labour to help pay off a debt that their families, nonetheless, can never repay.
- It is the faces of boys sent by their desperately poor families to do back-breaking agricultural work.
- It is the faces of girls, toiling long hours as domestic workers. It is the faces of sexually exploited children, whose trauma is so deep that many are never able to return to a normal way of life.”

Statistics on child labour draw an even more compelling picture:

- The ILO estimates that, of 250 million working children between the ages of 5 and 14, nearly 120 million work full-time.
- In sub-Saharan Africa, 41 % of all children work, in Asia and Latin America approximately 21 % work. In absolute terms, Asia has the largest number of child labourers, accounting for 61% of the world’s total, while 32% are in Africa and 7% are in Latin America.
- 14% to 17% of children around the world who do not attend school are working 49 hours or more per week. And 11% to 13% are working 56 hours or more per week.
- The employment of very young children is a particularly alarming problem. ILO survey shows that in some areas up to 20% of economically active children are under the age of ten.

Despite these alarming facts, there is reason for optimism. The last few years have witnessed a radical shift in attitudes towards the problem. Only ten years ago, many countries were reluctant even to admit the existence of child labour and to take action against it.

Now, the world is deeply concerned and there is a broad consensus on the need to do something about child labour. This change in attitude is also reflected in the growing number of countries seeking assistance from the ILO International Programme on the Elimination of Child Labour (IPEC) and in the adoption, in June 1999, of a new Convention and Recommendation concerning the worst forms of child labour – Convention no. 182.

The ILO Minimum Age Convention 1973 (No. 138), remains the fundamental international standard with view to achieving the total abolition of child labour. But more recently there has been a growing international consensus that more attention needs to be given to “the most intolerable” or extreme forms of child labour to protect children from especially hazardous occupations, industries and activities, no matter the level of poverty or development. This led to the development of standards requiring immediate action for the effective elimination of the worst forms of child labour and to ensure that these forms are the priority for national and international action. They were adopted by the ILO International Conference in June 1999.

In Nepal, about 500,000 children aged 5 to 9, and 1.7 million children aged 10 to 14, are classified as economically active. This means that the labour force participation rate is 21% for children aged 5 to 9, and 61% for children aged 10 to 14. Participation rates are higher for girls than boys and much higher in rural areas than in urban areas. About 68 per cent of children aged 5 to 9 and 74% of children aged 10 to 14, are currently attending school.

The rate of school attendance for those aged 5 to 14 is much higher in urban areas (87%) than in rural areas (69%). The bulk of economically active children are not paid for their work. About 95% of them provide labour to the rural agricultural sector while the rest work as construction, transportation and communication workers.

ILO’s International Programme on the Elimination of Child Labour has been in operation in Nepal since 1995. During the last five years, Nepal has implemented more than 50 IPEC funded Action Programmes with the government and non-governmental organizations and, of course with workers’ and employers’ organisations.

IPEC in Nepal is also implementing sub-regional and inter-regional programmes on child labour such as an Italian Social Partners’ Initiative on Child Labour, a Sub-regional Programme to Combat Trafficking in Children supported by the US-DOL and a programme entitled Mobilising Teachers and Educators Programme supported by the Government of Norway.

The Government of Nepal has demonstrated true commitment to eliminating the worst forms of child labour from the country. It has enacted a "*Child Labour Prohibition and Regulation Act (1999)*". Similarly, two separate Bills have been drafted on the ***Abolition of Bonded Labour*** and ***Prevention of Trafficking in Women and Children***.

We are providing support to the Ministry of Labour and Transport Management (MOLT) to take the lead role in the formulation of a Master Plan of Action on child labour for 2001-2010. The proposed Master Plan will aim at eliminating the worst forms of child labour by 2005 and all forms of child labour by 2010. Nepal has been selected as one of three countries in which IPEC will work closely with partners on a time bound programme to eliminate the worst forms of child labour in Nepal – the other two being Tanzania and El Salvador. Our office is in the process of developing a holistic strategy at present and we hope to draft a project document by the end of this year with our partners, for implementation starting in 2001.

The fight against child labour has to go hand in hand with a campaign to create employment for all.

Sectoral plans of action to (i) abolish bonded child labour and (ii) to prevent trafficking in children have been prepared with the support of ILO-IPEC by the Ministry of Land Reform and Management and Ministry of Women, Children and Social Welfare respectively.

We have a comprehensive project in the pipe-line to support the recently freed bonded labourers of the five districts in the Western part of this country. We are also providing support to the local authorities in these districts in order to provide rapid assistance to the freed Kamaiyas.

The active involvement of trade unions has been vital and will continue to be so – in fact its importance will increase – if we are to meet the challenges set. Trade unions are well placed to launch campaigns to generate awareness among parents, employers, trade union leaders and the general public.

Trade union unity of policy and action is crucial. In this context, I am happy to inform you that the major unions in Nepal – in July of this year - established a “Common understanding on policies and strategies on child labour”. I am certain that they will be providing details on this understanding during the course of this workshop.

With these last few words, may I wish you success in your meeting. I look forward to hearing your discussions which should be focused on action and impact.

Thank you.

## Address by

**Mr. A.S. Oberai, Director  
ILO South Asia Multi-Disciplinary Advisory Team**

I have a great pleasure to be here with you this morning at the Sub-Regional Workshop on Child Labour in the Plantation sector in the four South Asian countries of Nepal, Bangladesh, Sri Lanka and India that specifically focuses on the role that trade unions and worker' can play in its elimination.

As the distinguished participants are aware, child labour remains a formidable challenge in plantations as well as in other sectors despite government legislation in the South Asian countries. In fact, South Asian region remains home to the largest number of economically active children than any other region in the world. While statistics vary, more than one-third of the world's working children lives in South Asia. Poverty is the basic cause of high incidence of child labour. While the region contains a little more than 20 percent of the world's population, it is home to 40 percent of the world's poor. One reason for this situation is that the region continues to under-invest in human capital. South Asia has the world's lowest adult literacy rate (48 percent). Another reason is that the South Asian region remains the region, which is the least, integrated into the world economy.

Child labour is a complex phenomenon. For some, child labour is a human rights issue. For other it is an issue of commercial exploitation of children. For those directly involved, it is an important source of supplementing family income. For large groups in informal sector it is a form of apprenticeship for growing children who have few other avenues of employment.

While poverty is an important determinant of child labour, some studies suggest that it is only a part of the explanation. For example, in India across States there is a weak correlation between incidence of poverty and incidence of child labour. The poorer States such as Bihar, Uttar Pradesh and Orissa have in fact lower incidence of child labour. On the contrary, relatively richer States such as Andhra Pradesh, Karnataka and Tamil Nadu have higher incidence of child labour. Many studies also suggest that children work because they have nothing else to do. The causation is not from child labour to non-attendance at school but from non-attendance to child labour. This is more the case in plantations sector where education is often unavailable or if available is of such poor quality. Almost invariably schools in these areas are far off. They are inaccessible both physically, (and worse) mentally and psychologically. It therefore appears for the workers and his family that a child at 6 or 7 accompanying its mother to work on the plantations is a most natural process of education, growing up and induction into adulthood.

In the plantation industry wages are often based on outputs. It is based on the total weight of the tealeaves plucked; the quantity of the rubber-trapped etc. Where a minimum level of output should be achieved every day in order to receive wages, any additional contribution that a child's work would make to the total picking of the mother is welcomed by the family. Where wage structures are such that higher levels levels of payments and bonuses are accruable at very high output levels then the child's contribution becomes even more significant. Particularly in tea plantations it is not unusual therefore, to see children pluck and add tea leaves into the baskets of their mothers.

These therefore are some of the structural factors that make child labour a ubiquitous element of many plantations in our countries.

In an environment, as in plantations where child labour is traditionally accepted and seen as a wholesome preparation for adulthood, it is therefore not surprising that neither the plantation management nor the trade unions have come out against child labour in any forceful or coherent manner. The experiences that are shared in this workshop from the four countries and the papers being presented here would show that the extent of child labourers in plantations in the sub-region is not insignificant.

Thankfully though, there is now in plantations and amongst plantation workers and their trade unions, a growing awareness that early childhood work harms the child physically and mentally and depresses his resources as an adult labourers. In most of the countries in the region there are already laws that prohibit the employment of children. However in the absence of a wider and full social understanding and acceptance of the consequences and implications of child labour, these laws are not likely to be enforced.

The question that this workshop would have to consider therefore is to look at all possible means by which the workers and their organisations in the sub-region can collectively and separately act to contribute to the process of progressively reducing and eliminating child labour in plantations.

Plantation labour fortunately is one of the most organised groups of labourers in all these four countries. Plantation workers are strongly unionised and in the isolated geographical context in which plantations exist, where other alternative forms of leadership are often absent, trade union leadership is accepted by the workers almost completely. This gives the trade unions a strong leverage to influence the minds of workers on child labour.

An effective role that trade unions can play in the matter is to create within the community of workers on plantations an understanding of the severe negative consequences of child labour and bring about a change in the community's attitude against the employment of children. This is a first necessary condition before child labour could end in plantations and trade unions could play a very effective role in this direction.

On the issue of child labour, trade unions could also develop better understanding with management in order to draw upon their support towards finding alternatives for the children. In at least some of these countries, laws that govern labour relations on plantations support initiatives of the management in providing primary schooling for children. Trade unions could begin to act to persuade their management to ensure that such schools are set up and re running properly and well.

Trade unions could also take the initiative to include the elimination of child labour in wage negotiations with the management as a goal to be jointly achieved by the workers and management and introduce this as an integral part of the long term settlements that are arrived at between the management and trade unions under the Industrial Disputes Act.

In many instances unions could also have to take steps for the rehabilitation and social protections of working children. This mean that they could directly (or indirectly through their sister organisations) set up and run Non-Formal Education centres for rehabilitating children already working in the plantations. Such centres are an important bridge in the rehabilitation of children from work into full time formal schools. Setting up and running such NFE centres is also an ideal area for collaborative action for the unions to take with the management.

The influence that the trade unions have within the governments in these four countries could also be an asset in directing government policies and programmes on child labour in the plantations. In the context of ILO Convention No. 182 and 138, trade unions could play a powerful role in promoting ratification of these two Conventions and influencing government actin to end child labour in plantations, considering that child labour in plantations is very hazardous (chemicals, pesticides, physical injuries etc.) and treating it as one of the worst forms of child labour within the context of Convention 182.

Let me not continue discussing these issues. Some of these and several other issues we will take up for discussion at the workshop. For example: should we have a sectoral approach to deal with the problem of child labour? What are the factors, which perpetuate the use of child, labour in plantations? How do we modify such factors? What kind of action plans is needed to reduce the incidence of child labour? How do we ensure sustainability of such action plans? What role trade unions can play to progressively eliminate child labour?

I have no doubt in my mind that your ideas and suggestions would go a long way in developing local level action plans. You should also give us some concrete suggestions on how to operationalise the ideas or conclusions emerging from this workshop. What you will be discussing during the next three days are just not issues of employment of children but in reality the fate of millions of child workers who must be watching with some hope the outcomes of his workshop. If we fail to operationalise the ideas discussed here, they would be cursing us for the years to come. I am sure with your active support and involvement we shall certainly succeed in progressively eliminating child labour from the plantations as well as other sectors.

Permit me therefore to conclude here, wishing the workshop and your work on child labour thereafter, all good luck.

## **Address by**

**Honourable State Minister of Labour and Transport Management**

**Mr. Surendra Hamal**

**Delivered by Joint Secretary Dev Ratna Tamrakar**

At the outset, let me, on behalf of His Majesty's Government of Nepal, and on my own extend deep appreciation to the ACTRAV of the ILO for organising this important South Asian Sub-regional Trade Union Workshop on Child Labour in our country.

In the context of Nepal, the exploitative child labour practice is recognised as a major social problem. It is viewed as a syndrome of poverty, underdevelopment and socio-economic backwardness. It jeopardises the children's potentialities to become productive adults, robs their health, their education and their lives. It is against the principle of social justice, poverty alleviation and protection of human rights.

Nepal is predominantly an agricultural country. According to the 1991 census, 82.6 percent of the population directly depends on agriculture and the remaining people are engaged in other occupations such as production and service sectors. A large number of the Nepali farmers and marginalised communities are a vulnerable group subject to exploitation and unable to meet their basic needs due to fragmentation and unequal distribution of land.

Despite the vigorous effort from HMG/Nepal to eliminate poverty and achieve sustainable growth, the socio-economic indicators of the country are very poor with 47 percent of the population under-employed, 4.9 percent unemployed and more than 44 percent of the population living below the poverty line. Poverty, ignorance and lack of educational opportunities push the rural poor families to migrate in search of jobs and livelihood and engage their children in economic activities, which are also the contributing factors to the proliferation of child labour.

Children contribute an integral part of the family work force both in the formal and informal sectors. According to a nationally representative sample survey, conducted by the Central Department of Population Studies (CDPS) of the Tribhuvan University in 1996, with ILO/IPEC support, there are 6.23 million children between the ages of 5 to 14 in Nepal. Out of all children in the 5 to 14 age groups, about 2 percent, which are 2.6 million children are at regular work out of which 1.7 million are economically active. A household survey report so the Ministry of Land Reform and Management indicates that there are 15,152 Kamaiya households comprising 83,375 persons working as bonded agricultural labourers which includes 15,000 child labour. Most of the children who are economically active are not paid for their work and are from rural areas of Nepal. And they have to work under exploitative and hazardous conditions.

HMG/Nepal is very much concerned to this issue and has all along followed proactive policy in matters of tackling the problem of child labour. We have stood for constitutional, statutory and other developmental measures required to protecting the right of child and safeguarding them from abuse, neglect, violence and exploitation for their mental and physical development.

Imbued with this enthusiasm, we have taken various protective and preventive measures. The Constitution of Nepal guarantees rights against exploitation. It prohibits human trafficking, slavery, serfdom or forced labour in any form except compulsory service required for public benefit. The Labour Act 1992 and the Children Act 1993 restrict and prohibit the employment of children below 14 years. We recently enacted Prohibition and Regulation of Child Labour Act.

We have implemented an ILO/IPEC Action Programme in the country. Under this programme, we have assisted child labour prone families by providing skill training and easy access to micro credit, and market outlet mechanism for carrying out self-employment activities. We are now in the process of implementing ILO/IPEC Action Programme directed towards "Elimination of Worst Forms of Child Labour". Similarly, we are executing project entitled "Improvement of the Situation of Child Labour" in collaboration with GTZ. Most of our programmes are focussed to abolish worst form of child labour such as trafficking, debt bondage and child domestic. HMG/Nepal has already ratified ILO Conventions No. 138 in 1997. And at present, the government of Nepal is striving towards the ratification of ILO Conventions No. 29, 105 and 182 during this year. Our Cabinet has approved to submit Conventions No. 29 and 182 for ratification in the upcoming winter session of the parliament.

The government of Nepal is committed to eliminate worst forms of child labour by 2005 and all forms of child labour by 2010 in line with SAARC declaration and ILO Conventions No. 29, 105, 138 and 18. We are also striving to establish a programme office under the MOL&TM to co-ordinate and collaborate with national and international agencies such as ILO, GTZ, IPEC, World Bank, UNICEF and DFID to improve policies and programmes on child labour.

Mr. Chairman, despite our vigorous efforts, the problem of child labour has remained intractable. We strongly feel that this challenge needs to be tackled through multi-pronged approach in an integrated manner securing support from all concerned governmental, non-governmental organisations and international agencies. However, we would like to reiterate that HMG/Nepal alone cannot solve this complex problem. We need to build up partnership and ownership with national and international agencies including trade unions to execute national programme on child labour in a democratic manner ensuring effective implementation and sustainability.

The ninth five-year development plan (1998-2002) which has already entered into its third year of operation emphasises eradication of Nepal's widespread poverty as its major development objective. The ninth plan has also given priority to abolition of the bonded labour system, elimination of child labour and combating trafficking of women and children.

We all know that trade unions are backbone in the task of nation building activities. The issue of child labour could be tackled in an effective manner through joint efforts of trade unions and policy to fight against it. We believe that right of workers and their effective implementation largely depends on the workers' organisations' policies and practice. Hence we have amended the Trade Unions Act 1993 and have given right to the trade unions to organise labourers engaged in the informal agricultural sector including plantation. Moreover we have fixed minimum wages for workers engaged in the agricultural sector which I believe will assist in the elimination of child labour.

This provision has mandated trade unions to defend workers' fundamental rights at work and elimination of forced or compulsory labour and worst forms of child labour. At present, there is high unemployment rate in the formal and informal sectors whereas the numbers of child labour are also increasing in various sectors of the economy. We believe that trade unions should involve in fighting against child labour engaging especially in agricultural including plantation sector which are one of the dominant sector of national economies in most South Asia Sub-region.

Lastly, but not the least, we would like to count to implement on trade unions' support programmes to eliminate the worst forms of child labour in Nepal. We would also like to assure you all that Nepal is willing to join hands with ILO/ACTRAV in providing necessary support in addressing problem.

Finally, I do believe that fruitful outcomes and conclusions will emerge from the deliberations of this workshop, which will serve as milestones in combating against child labour in plantation.

**Group Work I:** The participants were divided into country groups and task of identifying the activities taken up by children in the plantation of their respective countries. They were asked to specially concentrate on identifying the hazardous forms of child labour arising from and around plantations. The groups then were asked to categorise identified activities into (A) worst forms of child labour, which should be eliminated without delay; (B) the activities that need to be eliminated but are not as hazardous as the activities in the first; and (C) forms of activities which might be acceptable and harmless to child's health or development.

### Bangladesh group

Category A	Category B	Category C
<ul style="list-style-type: none"> <li>• stone and brick crushing</li> <li>• carrying of heavy loads</li> <li>• works in road-side workshops</li> <li>• bamboo cutting</li> <li>• rikshaw and van pulling</li> <li>• firewood collection</li> <li>• pesticide spraying</li> </ul>	<ul style="list-style-type: none"> <li>• water fetching</li> <li>• house keeping</li> <li>• cow herding</li> <li>• bush clearing in plantations</li> <li>• agriculture labourer</li> </ul>	<ul style="list-style-type: none"> <li>• betel leaves and tea leaves plucking as support workers</li> </ul>

### India group

Category A	Category B	Category C
<ul style="list-style-type: none"> <li>• spraying of insecticide, pesticides and other chemicals</li> <li>• hand manuring</li> <li>• weeding</li> <li>• regulating high sheds</li> <li>• heavy load carrying</li> <li>• employment in cardamom farms due to leech and snake menace</li> </ul>	<ul style="list-style-type: none"> <li>• there is no distinction between category B and C, children can be employed in any light works</li> </ul>	

**Nepal group**

Category A	Category B	Category C
<ul style="list-style-type: none"> <li>• pesticide spraying</li> <li>• hand manuring</li> <li>• involvement in cross-border smuggling of goods</li> <li>• employment in hotels and eateries</li> </ul>	<ul style="list-style-type: none"> <li>• sickling</li> <li>• employment as domestic servants</li> <li>• tea leaf plucking</li> <li>• cattle herding</li> </ul>	<ul style="list-style-type: none"> <li>• light household works</li> </ul>

**Sri Lanka group**

Category A	Category B	Category C
<ul style="list-style-type: none"> <li>• child soldiering</li> <li>• children in sex trade</li> <li>• involvement of children in drug trafficking</li> <li>• employment as domestic servant</li> <li>• employment in eateries</li> <li>• house keeping</li> </ul>	<ul style="list-style-type: none"> <li>• vegetable gardening</li> <li>• sweep ticket selling</li> <li>• employment in paddy plantation</li> <li>• employment in garages</li> </ul>	<ul style="list-style-type: none"> <li>• any activities in category B and household works that does not deprive children of education, parental care and basic rights</li> </ul>

**Group Work II** : The participants were divided into country groups with a task of Developing Trade Union Policy to Combat Child Labour in Plantations. Firstly the groups were asked to identified (A) the main issues for their organisations; (B) identify what actions were needed to be taken by the trade unions; (C) how the identified actions could be carried out effectively; and (D) when it can be achieved. The groups were asked to be realistic and set achievable goals for their organisations and they were also asked to concentrate on a small number of urgent issues.

### Bangladesh group

Issues	What to do?	How to do?	When?
<ul style="list-style-type: none"> <li>• Education</li> </ul>	<ul style="list-style-type: none"> <li>• Set up schools</li> </ul>	<ul style="list-style-type: none"> <li>• Govt, employers, IPEC &amp; trade unions</li> </ul>	2002
<ul style="list-style-type: none"> <li>• Day care centres</li> </ul>	<ul style="list-style-type: none"> <li>• Set up day-care centres</li> </ul>	<ul style="list-style-type: none"> <li>• employers</li> </ul>	2001
<ul style="list-style-type: none"> <li>• Skill development training</li> </ul>	<ul style="list-style-type: none"> <li>• Establish vocational training centres</li> </ul>	<ul style="list-style-type: none"> <li>• Govt, employers &amp; IPEC</li> </ul>	2002
<ul style="list-style-type: none"> <li>• Inspection and monitoring system</li> </ul>	<ul style="list-style-type: none"> <li>• Increase the no. of factory inspectors and proper enforcement of laws</li> </ul>	<ul style="list-style-type: none"> <li>• Govt, employers, &amp; trade unions</li> </ul>	2001
<ul style="list-style-type: none"> <li>• Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Increase the no. of factory inspectors and proper enforcement of laws</li> </ul>	<ul style="list-style-type: none"> <li>• Govt, employers, &amp; trade unions</li> </ul>	2001

**India group**

Issues	What to do?	How to do?	When?
<ul style="list-style-type: none"> <li>• Education</li> <li>• Health care &amp; small family</li> <li>• Enforcement of labour laws</li> <li>• Elimination of poverty</li> <li>• Conformity of legislation with Conventions 138 &amp; 182</li> <li>• Create social awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Building infrastructure for education</li> <li>• Sensitisation of parents</li> <li>• Creation of facilities for mother &amp; child care</li> <li>• TU pressure for sufficient enforcement officials &amp; train enforcement officials</li> <li>• TU pressure for fair wages &amp; establishment of national wage board</li> </ul>	<ul style="list-style-type: none"> <li>• Pressurise government</li> <li>• Joint trade union committee will address it</li> </ul>	<ul style="list-style-type: none"> <li>• Start the activities immediately but the group did not set a time frame</li> </ul>

**Nepal group**

Issues	What to do?	How to do?	When?
<ul style="list-style-type: none"> <li>• Spraying of fertilisers &amp; pesticides</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness raising</li> <li>• Prohibit child use</li> <li>• Safety measures</li> </ul>	<ul style="list-style-type: none"> <li>• Workers' education</li> <li>• Pressurise employers</li> <li>• Campaigning for effective laws</li> </ul>	<ul style="list-style-type: none"> <li>• Immediately</li> </ul>
<ul style="list-style-type: none"> <li>• Other works in tea estates</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness raising</li> <li>• Pressurise management</li> <li>• Pressurise Labour Offices</li> </ul>	<ul style="list-style-type: none"> <li>• Mass meetings</li> <li>• Day-care centres</li> <li>• Collective bargaining</li> <li>• Pressure Labour Offices &amp; management</li> </ul>	<ul style="list-style-type: none"> <li>• 2 years</li> </ul>
<ul style="list-style-type: none"> <li>• Outflow of child labourers from the plantations</li> </ul>	<ul style="list-style-type: none"> <li>• Motivation to stay in school/ control drop out</li> <li>• NFE programme</li> <li>• Vocational training</li> <li>• Scholarships</li> </ul>	<ul style="list-style-type: none"> <li>• Support schooling</li> <li>• Campaign for wage increase and other benefits</li> </ul>	<ul style="list-style-type: none"> <li>• 5 years</li> </ul>

**Sri Lanka group**

Issues	What to do?	How to do?	When?
<ul style="list-style-type: none"> <li>• Domestic servants</li> </ul>	<ul style="list-style-type: none"> <li>• Survey</li> </ul>	<ul style="list-style-type: none"> <li>• Workshops with target groups</li> </ul>	<ul style="list-style-type: none"> <li>• 3 months</li> </ul>
<ul style="list-style-type: none"> <li>• Eateries</li> </ul>	<ul style="list-style-type: none"> <li>• Trade union education</li> </ul>	<ul style="list-style-type: none"> <li>• One-day workshops</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months</li> </ul>
<ul style="list-style-type: none"> <li>• House keeping</li> </ul>	<ul style="list-style-type: none"> <li>• Educate parents</li> </ul>	<ul style="list-style-type: none"> <li>• Workshops</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months</li> </ul>
	<ul style="list-style-type: none"> <li>• Rehabilitate working children</li> </ul>	<ul style="list-style-type: none"> <li>• School, literacy classes, vocational training</li> </ul>	<ul style="list-style-type: none"> <li>• 1 year</li> </ul>

**Group Work III:** The country groups were asked to draft **Work Plans** to be implemented by the trade unions in their respective countries. The country groups identified issue, joint activities for combat against child labour, approaches deal with the issues and set the time frame for the activities to complete effectively.

### Bangladesh group

Issues	Joint Efforts	Approaches	Time
<ul style="list-style-type: none"> <li>Baseline survey</li> </ul>	<ul style="list-style-type: none"> <li>Trade unions &amp; IPEC</li> </ul>	<ul style="list-style-type: none"> <li>Mobilise TU activists</li> </ul>	3 months
<ul style="list-style-type: none"> <li>Awareness campaigns</li> <li>Educate TU activists</li> </ul>	<ul style="list-style-type: none"> <li>IPEC</li> </ul>	<ul style="list-style-type: none"> <li>publish leaflets, posters, stickers, booklets &amp; audio visuals</li> <li>Workshops at grassroots level</li> <li>Develop study materials for TUs</li> </ul>	3 to 6 months
<ul style="list-style-type: none"> <li>Formal &amp; non-formal education for children</li> <li>Skill training</li> </ul>	<ul style="list-style-type: none"> <li>Government &amp; employers</li> <li>Trade unions &amp; IPEC</li> </ul>	<ul style="list-style-type: none"> <li>Establish education &amp; training centres</li> </ul>	2 years
<ul style="list-style-type: none"> <li>Day-care centres</li> </ul>	<ul style="list-style-type: none"> <li>Employers</li> </ul>	<ul style="list-style-type: none"> <li>Pressurise the employers</li> </ul>	1 year

### India group

Issues	Joint Efforts	Approaches	Time
<ul style="list-style-type: none"> <li>Ensure fair wage</li> <li>Conformity of national laws with ILO Conventions</li> </ul>	<ul style="list-style-type: none"> <li>Trade unions at national level</li> </ul>	<ul style="list-style-type: none"> <li>Enforcement of minimum wage act</li> <li>Pressure for formation of 2<sup>nd</sup> National Wage Board</li> <li>workshops</li> </ul>	Not specified
<ul style="list-style-type: none"> <li>Provision for health care facilities</li> </ul>	<ul style="list-style-type: none"> <li>Trade unions at state level</li> </ul>	<ul style="list-style-type: none"> <li>Advocacy for health, safety &amp; environment</li> </ul>	Not specified
<ul style="list-style-type: none"> <li>Establish educational facilities</li> </ul>	<ul style="list-style-type: none"> <li>Work at union level</li> </ul>	<ul style="list-style-type: none"> <li>Survey on child labourers</li> </ul>	Not specified

**Nepal group**

Issues	Joint Efforts	Approaches	Time
<ul style="list-style-type: none"> <li>Children engaged in spraying pesticides, fertiliser</li> </ul>	<ul style="list-style-type: none"> <li>Awareness programme for trade union, staff &amp; workers</li> <li>Negotiation with management</li> <li>Compulsory use of safety measures</li> </ul>	<ul style="list-style-type: none"> <li>Mass meetings</li> <li>Production of information materials</li> <li>Meeting with management</li> </ul>	12 months
<ul style="list-style-type: none"> <li>Other works on tea estates</li> </ul>	<ul style="list-style-type: none"> <li>Awareness raising &amp; drop out control</li> <li>Educate workers against child labour</li> <li>N.F.E. in all tea estates</li> <li>Vocational training for older &amp; idle children</li> <li>Scholarship for children of workers</li> </ul>	<ul style="list-style-type: none"> <li>Workers' education</li> <li>Mass meetings</li> </ul>	2 years
<ul style="list-style-type: none"> <li>Outflow of child labourers from the plantation</li> </ul>	<ul style="list-style-type: none"> <li>Motivate parents to send their children to schools</li> <li>N.F.E and vocational training</li> <li>Support for formal education</li> </ul>	<ul style="list-style-type: none"> <li>Mass meetings</li> <li>Encourage employers to run welfare programmes</li> <li>Practice right to collective bargaining</li> </ul>	2 years

**Sri Lanka group**

Issues	Joint Efforts	Approaches	Time
<ul style="list-style-type: none"> <li>• Domestic servants</li> <li>• Eateries</li> <li>• House keeping</li> </ul>	TU, employers & IPEC efforts for; <ul style="list-style-type: none"> <li>• Survey &amp; TU education to grassroots level</li> <li>• Educate parents</li> <li>• Rehabilitate children</li> </ul>	<ul style="list-style-type: none"> <li>• Mobilise TU activists</li> <li>• Organise workshops</li> <li>• Motivate children to join schools, vocational training</li> </ul>	<ul style="list-style-type: none"> <li>• 3 months</li> <li>• 6 months</li> <li>• 2 years</li> </ul>