

**YANGON UNIVERSITY OF ECONOMICS
MASTER OF PUBLIC ADMINISTRATION PROGRAMME**

**A STUDY ON THE PERCEPTION AND MANAGEMENT
OF EMPLOYERS ON CHILD LABORS AT
RESTAURANTS, TEASHOPS AND FOOD CENTER IN
KAMAYUT AND HLAING TOWNSHIPS**

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MPA - 8 (17th BATCH)**

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HLAING TOWNSHIPS**

A thesis submitted as a fulfillment towards the requirements for the
degree of Master of Public Administration

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This is to certify that this thesis entitled “**A Study on the Perception and Management of Employers on Child Labors at Restaurants, Teashops and Food Center in Kamayut and Hlaing Townships**” submitted as a partial fulfillment towards the requirements for the degree of Master of Public Administration has been accepted by the Board of Examiners.

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ABSTRACT

Myanmar is a developing country where child labor problem is one of the most important causes due to poverty. Children who employ between age 5 and age 17 are defined as child labors. The objectives of the study are to explore the perception of employers concerned with how to behave and manage in assigning tasks on child laborer and create what kind of opportunities to improve their future life at restaurants, teashops and food centers. Descriptive method was used for this thesis. The structured questionnaire was used for the survey. All of the children were found to work in their current restaurants, teashops and food center because of they want to support their families and they were born in the poor families. 97.5 percent of the employers in the survey take responsibility of child laborers' basic requirements, skill improvement and job insurance and create the appropriate working environment.

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LIST OF ABBREVIATIONS

| | |
|--------|--------------------------------------|
| NGO | - Non-Government Organization |
| BSR | - Business for Social Responsibility |
| FTS | - Free The Slaves |
| ILO | - International Labor Organization |
| UN | - United Nations |
| UNICEF | - United Nations Children's Fund |
| WFCL | - Worst Forms of Child Labor |
| YCDC | - Yangon City Development Committee |

CHAPTER I

INTRODUCTION

1.1 Rationale of the Study

In the late 1700's and early 1800's, power-driven machines replaced hand labor for making most manufactured items. Factories began to spring up everywhere, first in England and then in the United States. The factory owners found a new source of labor to run their machines-children. From that time on, child labor began and the role of employers for it played an important.

The perceptions and responsibilities of employers upon child labor might design the form of child labor. If the employers' ethics and obligations on the children is bad, the children may be working at the dangerous and hazardous conditions and if not, the basic causes of child labor, to support families by children's wages, may be fulfilled.

Children often worked long hours in dangerous factory conditions for very little money. Children were useful as laborers because their size allowed them to move in small spaces of factories or mines where adults couldn't fit, children were easier to manage and control and perhaps most importantly, children could be paid less than adults.

Child laborers often worked to help support their families, but were forced to forgo an education. Britain was the first to pass laws regulating child labor. From 1802 to 1878, a series of laws gradually shortened the working hours, improved the conditions, and raised the age at which children could work. Other European countries adopted similar laws. With the emergence of laws protecting child laborers, employers who wanted to hire them could recruit with limitations which restricted children from working in dangerous and hazardous conditions and various forms of labor discriminations. Thus, new approach of employment of labor was established for both parties; employers and child laborers.

There are several reasons which causes child labor. The factors which forces to establish child labor can generally be referred to as push and pull. Push factors are mainly composed of poverty, civil war, lack of employment or employee and children

who are forced to work by their own parents. Cheaper wages than adults are one of the pull factors. Also, children's own desires to help their poor families and persuasion of their friends to work together with them are the pull factors. Influence by their environment can be defined as another form of pull factor.

For example, Africa has the largest number of child laborers; 72.1 million African children are estimated to be in child labor and 31.5 million in hazardous work.

Progress against child labor appears to have stalled in Africa. Child labor went up in Sub-Saharan Africa over the 2012 to 2016 period, in contrast to continued progress elsewhere in the world, and despite the targeted policies implemented by African governments to combat child labor. This is the result of high population, economic and poverty of each household in the countries of the continent. The Africa region has also been among those most affected by situations of state fragility and crisis, which in turn heighten the risk of child labor. Worldwide, the agriculture sector accounts for by far the largest share of child labor. In Africa, agriculture accounts for 85 per cent of all child labor and for 61.4 million children in absolute terms.

Likewise, neighboring countries; India and Bangladesh are also at risk of child labor. About 23 million children between 15-18 years of age in India are working, of whom 19 million have dropped out of school, according to a study conducted by a leading NGO. The main causes of child labor in India are poverty, illiteracy, unemployment and low income. In a situation where more than 40 percent people suffer from poverty, children often feed themselves and their parents during their childhood. In India, a large section of the population is uneducated and where making money is considered more important than obtaining an education. This ultimately leads to the encouragement of child labor.

The causes and nature of child labor are different according to the regions and respective countries. Poverty and the need for extra household income is a root cause that forces children into full-time work. other factors must also be taken into consideration that cause child labor too. The lack of access to adequate schools and childcare, migration and the lack of parents' understanding of the hazards of child labor. Indeed, the issue is complex and there is still no perfect solution.

In Myanmar, smaller businesses, restaurants and food centers often seek cheap labor to increase maximum profit. They take advantage of children's weaker negotiating power and try to offer inadequate work conditions. Sometimes, the

availability of adult labor at peak seasons might be insufficient. It is not enough for a business to dismiss children from the workplace. It may leave them vulnerable to more hazardous work such as prostitution or begging. When families don't have income from their children's work, it could negatively impact their health and well.

For those employers who hire child laborers usually take many responsibilities according to the culture, tradition and obligation. They are accountable of food, shelter, healthcare for all of their labor force including child laborers. It is true that the wages for child laborers are relatively low, however, taking care of children is more complicated and sensitive. Generally, it can be stated that child laborers in Myanmar are not working in dangerous and hazardous areas due to the cultural behaviors and religious beliefs.

Thus, occurrence of child labor in our country cannot be refused. This study is emphasizing on the employers' responsibilities how and why they employ child laborers, how they take account for the basic requirements of child laborers, how they create the appropriate working environment and entitlement and prospects of child laborers.

1.2 Objectives of the Study

The objectives of the study are to examine the perception of employers on the child labor at restaurants, teashops and food centers and to determine how to manage them.

1.3 Method of Study

Descriptive method was used for this study. The structured questionnaire was used for the survey. The primary data and secondary data were used to analyze the conditions of child labor and responsibilities of employers in teashops at Kamayut and Hlaing Townships. The survey is collected from 40 different respondents, teashops and food center who are employers from the restaurants within the two townships.

1.4 Scope and Limitations of the Study

The study area was conducted in Kamayut and Hlaing Townships at Northern Yangon District. The sample survey was conducted only 40 restaurants in these two townships although the report of 2018-19 from (YCDC) Yangon City Development Committee described there are 469 shops are located in there. The period of the study

was from mid-March to late April 2018. The data was collected over one month and a half. At least 2 child laborers are found to be employed in each shop and restaurant. The study does not take an account into the any perceptions of the child laborers' side.

1.5 Organization of the Study

The study is organized by five chapters. Chapter (1) is the introduction where involves the rationale of the study, objectives of the study, method of the study, scope and limitation of the study, organization of the study. Chapter (2) shows the literature review, the causes of child labor due to push and pull factors and laws to prevent child labor. Chapter (3) presents overview on child labor conditions in Myanmar, legal situation of children in Myanmar and child labor laws of Myanmar. Chapter (4) describes the survey data of child labor in Kamayut and Hlaing Townships where involves profile of survey, survey results on biographical status, educational status, working condition, earning and mode of payment, consumption patterns and saving condition, health and future plans of child labor. Chapter (5) describes the overall findings and suggestions of the whole survey process.

CHAPTER II

LITERATURE REVIEW

2.1 Defining of Employer and Child Labor

An employer is a person or institution that hires employees. Employers offer wages or a salary to the workers in exchange for the worker's work or labor. One speaks of wages if the employee is paid by the hour and of salary if he is paid a set rate per pay period. Wages are paid for all hours worked, including overtime, but a salary is typically not paid more for more hours worked than the minimum. Employers include everything from individuals hiring a babysitter to governments and businesses which may hire many thousands of employees. In most western societies governments are the largest single employers, but most of the work force is employed in small and medium businesses in the private sector.

There is no precise definition for child labor which is universally true for any given conditions. ILO stated that not all work done by children should be classified as child labor that is to be targeted for elimination. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive. The activities such as helping their parents around the home, assisting in a family business. These kinds of activities contribute to children's development and to the welfare of their families; they provide them with skills and experience.

The UNICEF defined child labor as follows;

“A child is considered to be involved in child labor activities under the following classification:

- (a) Children 5 to 11 years of age that does at least one hour of economic activity or at least 28 hours of domestic work and
- (b) Children 12 to 14 years of age that during the week preceding the survey did at least 14 hours of economic activity or at least 42 hours of economic activity and domestic work combined.” (UNICEF, child protection, 2009).

According to UNICEF, child labor is that children who are routinely engaged in paid and unpaid forms of work that are not harmful to them. When children are either too young to work or are involved in hazardous activities that may compromise their physical, mental, social or educational development, they are classified by child labor. In the least developed countries, around one in four children (between age 5 and 17) are engaged in labor that is considered detrimental to their health and development according to UNICEF data. Children who are working usually because of they and their families are extremely poor. A large number of children are working in agriculture, manufacturing, mining, fishing and domestic services where children's wages are low compared to those adults, firms use them to reduce their labor costs. Some of the children even work in illegal activities such as prostitution and drug trafficking or other traumatic activities such as being soldiers. Child labor is still widespread although Technological Progress and Mechanization Advances (UNICEF, Child Labor, 2017).

In 1973, the International Labor Organization adopted the convention on the Minimum Age for the Admission to Employment. The minimum age for working is set at the 15 years but for the developing countries the minimum working age is set at 14 years for light work. The convention set the bar of admission to employment at 18 years for the hazardous work. The hazardous work is a work that an unsatisfactory physical condition existing in a workplace environment immediately before accident that was significant in initiating the event (ILO, C138 - Minimum Age Convention, 1973 (No. 138)).

Table (2.1) Minimum Age for Admission to Employment or Work by Countries

| Types of Works | Developed Countries | Developing Countries |
|-----------------------|----------------------------|---|
| Regular work | 16 years | 16 years |
| Hazardous work | 18 years | 18 years |
| Light work | 15 years | 15 years (or 14 years subject to exceptions allowed by the ILO) |

Source: ILO convention No. 138

Table (2.1) reveals that the same age-limitations for workers are set at 16 years for regular works in both developed country and developing countries. Likewise, the limitation of 18 years for hazardous work is fixed in developed and developing countries. Light works are allowed to work for the workers at the age of 15 and 14 for certain countries which are let to be excepted according to the International Labor Organization (ILO).

2.2 Forms of Child Labor

Child labor exists in many forms. Sometimes it can be easily observed; sometimes it is hidden from our view. The different forms of child labor that includes some of the most widespread forms and some of the worst forms. However, the following is not a complete list of all existing forms.

2.2.1 Domestic Work

Very common and sometimes seen as acceptable, it happens in the family home or outside the home. When domestic work is outside the home, children—almost always girls—work very long hours, have no chance to go to school and are isolated from their family and friends.

Following Convention No. 189, “domestic work” means work performed in or for a household or households and “domestic worker” means any person engaged in domestic work within an employment relationship. The term “domestic work” covers a wide range of tasks and services that vary from country to country and that can be different depending on the age, gender, ethnic background and migration status of the workers concerned, as well as the cultural and economic context in which they work.

The International Labor Organization estimates that 15.5 million children around the world are involved in domestic work in a home other than their own; 10.5 million of these children are involved in child labor as they are either under the legal minimum working age, or employed in hazardous conditions or conditions akin to slavery. In 2008, 61 percent of children in domestic labor were between 5 and 14 years of age; one-third were under age 12. Seventy-three percent of children engaged in domestic work are girls.

Child domestic labor is one of the most widespread and exploitative forms of child labor in the world. Child domestic workers help with the day-to-day tasks of running a household. These may include cooking, cleaning, caring for children or the

elderly, gardening, running errands, and other tasks, as well as selling goods in the marketplace and on the street. These children may live with their employers or separately from them; they may receive financial remuneration for their work or “in kind” payment like food and housing. The hours are long, and many child domestic workers report that they are continually on-call.

The reasons children end up in domestic labor vary by country and region, but poverty is usually a major factor. Child domestic workers are often overlooked in attempts to protect child workers, partly because of the notion that domestic work is a “safe” form of employment. However, because these children work inside private homes, they are especially isolated and at risk for abuse.

The ILO reports that significant numbers of child domestic workers are victims of trafficking, debt bondage, or servitude. Approximately 225,000 of these children work in Haiti’s *restavek* system, trapped in what amounts to forced labor and slavery. From the French words *rester avec* (“to stay with”), *restavek* children, usually girls, from poor rural backgrounds are given or sold by their parents to work as domestic servants for other families. Free the Slaves (FTS) report that *restavek* children are treated as sub-human, and are extremely vulnerable to exploitation as well as physical, psychological, and sexual abuse.

2.2.2 Agricultural Work

A lot of working children are found in agriculture. They often work on the family farm or with the whole family, as a unit, for an employer.

It should be emphasized that not all work carried out by children is considered child labor. Some activities may help children acquire important livelihood skills and contribute to their survival and food security. However, much of the work children do in agriculture is not age-appropriate, is likely to be hazardous or interferes with children’s education. For instance, a child under the minimum age for employment who is hired to herd cattle, a child applying pesticides, and a child who works all night on a fishing boat and is too tired to go to school the next day would all be considered child labor.

In many countries child labor is mainly an agricultural issue. Worldwide 60 percent of all child laborers in the age group 5-17 years work in agriculture, including farming, fishing, aquaculture, forestry, and livestock. This amounts to over 98 million girls and boys. The majority (67.5 percent) of child laborers are unpaid family

members. In agriculture this percentage is higher, and is combined with very early entry into work, sometimes between 5 and 7 years of age. Agriculture is one of the three most dangerous sectors in terms of work-related fatalities, non-fatal accidents and occupational diseases. About 59 percent of all children in hazardous work aged 5–17 are in agriculture.

Poverty is the main cause of child labor in agriculture, together with limited access to quality education, inadequate agricultural technology and access to adult labor, high hazards and risks, and traditional attitudes towards children's participation in agricultural activities. Participation in some agricultural activities is not always child labor. Age- appropriate tasks that are of lower risk and do not interfere with a child's schooling and leisure time can be a normal part of growing up in a rural environment. Especially in the context of family farming, small-scale fisheries and livestock husbandry, some participation of children in non-hazardous activities can be positive as it contributes to the inter-generational transfer of technical and social skills and children's food security. Improved self-confidence, self-esteem and work skills are attributes often detected in young people engaged in some aspects of farm work.

2.2.3 Work in Industries

This work can be regular or casual, legal or illegal, as part of the family or by the child on his own for an employer. It includes carpet weaving, gemstone polishing, making garments, chemicals, glassware, fireworks, matches or a range of other products and working in mining. These tasks expose the children to hazardous chemicals that can lead to poisoning, respiratory and skin diseases, radiant heat, fire and explosions, eyesight and hearing damage cuts, burns and even death.

Factory owners wanted to employ children for several reasons. First, children generally made considerably less than adults did for doing the same work. For example, some estimates show that children were paid between 10-20 percent that of an adult. Therefore, the owners saved money by employing children. Second, children were generally more obedient than adults in terms of completing work and accepting punishment.

The working conditions that working-class people faced were known to include: long hours of work (12-16 hour shifts), low wages that barely covered the cost of living, and workplaces with little or no rights. These conditions were difficult

for all workers but especially so for children. As such, children often faced incredible hardships and suffered abuse in the workplace.

2.2.4 Work in Mines and Quarries

Child labor is used in small-scale mines in many countries. They work long hours without adequate protection and training. Child miners suffer from physical strain, fatigue and disorders of the muscular and skeletal systems.

Mining is a form of work that is dangerous to children in every way. It is physically dangerous because of the heavy and awkward loads, the strenuous work, the unstable underground structures, heavy tools and equipment, the toxic and often explosive chemicals, and the exposure to extremes of heat and cold. It is often can also be morally and psychologically risky given that mining often takes place in remote areas where law, schools, and social services are unknown, where family and community support may not exist, where "boom or bust" conditions foster alcohol abuse, drugs, and prostitution.

Far from the public eye, children in small-scale mining are vulnerable to a panoply of social, psychological, and physical dangers not found in many other forms of work. Mining areas are notorious for violence, prostitution, drug-use (especially of alcohol), and crime, and they attract those unable or unwilling to sustain traditional lifestyles or occupations. Where temporary towns have shot up, there is seldom potable water. Schools are non-existent. Mining is a hazardous occupation and children who work in mines and quarries are at serious risk of injury and illness, some disabilities becoming apparent only years later. An unknown number each year lose their lives. The dangers are so obvious and extreme that there are no conditions—poverty included—under which child work in mining can be tolerated.

Child labor in mining has not received as much attention as some other forms of child labor, perhaps because the number of children involved is relatively small—estimated roughly at one million—many countries having only a few hundred scattered here and there. Compared with as many as one hundred million in agriculture, mining apparently seems hardly worthy of note. But its extreme danger demands that this form of child exploitation must—and can—be stopped.

2.2.5 Slavery and Forced Labor

It is most commonly found in rural areas. It is also frequently linked to the oppression of ethnic minorities and indigenous peoples. Children are often also drawn into armed conflict, forced to be soldiers or to work for armed forces.

Despite the fact that many people believe that slavery no longer exists, an estimated five million children are in slavery worldwide. Child slavery includes:

- Children used by others for profit, often through violence, abuse and threats, in prostitution or pornography, forced begging, petty crime and the drug trade
- Forced child labor, for example in agriculture, factories, construction, brick kilns, mines, bars, the tourist industry or domestic work
- Children forced to take part in armed conflicts
- Children forced to marry

Tens of thousands of girls and boys find themselves fighting adult wars in at least 17 countries in different regions around the world. Some are used as fighters and take direct part in hostilities while others are used in supportive roles (e.g. cooks, porters, messengers, or spies) or for sexual purposes.

The use of children in armed conflict is a worst form of child labor, a violation of human rights and a war crime. ILO Convention No.182 defines forced or compulsory recruitment of children for use in armed conflict as a worst form of child labor. The Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict prohibits all recruitment—voluntary or compulsory—of children under 18 by armed forces and groups. The Rome Statute of the International Criminal Court makes it a war crime, leading to individual prosecution, to conscript or enlist children under the age of 15 years or use them to participate actively in hostilities.

2.2.6 Prostitution and Child Trafficking

It is one of the worst forms of child labor. The dangers faced by children are extreme and range from moral corruption to sexually transmitted diseases to death.

The ILO considers commercial sexual exploitation of children an abhorrent violation of the human rights of children and adolescents and a form of economic exploitation similar to slavery and forced labor, which also implies a crime on the part of those who use girls and boys and adolescents in the sex trade.

Commercial sexual exploitation in children includes all of the following:

- The use of girls and boys in sexual activities remunerated in cash or in kind (commonly known as child prostitution) in the streets or indoors, in such places as brothels, discotheques, massage parlors, bars, hotels, restaurants, etc.
- The trafficking of girls and boys and adolescents for the sex trade.
- Child sex tourism.
- The production, promotion and distribution of pornography involving children.
- The use of children in sex shows (public or private.)

Commercial Sexual Exploitation of Children (1996) defines the commercial sexual exploitation of children as “a form of coercion and violence against children (that) amounts to forced labor and a contemporary form of slavery,” while the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (the Palermo Protocol) defines the term “exploitation” to include “the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs.”

Child trafficking is about taking children out of their protective environment and preying on their vulnerability for the purpose of exploitation. Although no precise figures exist, the ILO (in 2005) estimated that 980,000 to 1,225,000 children-both boys and girls-are in a forced labor situation as a result of trafficking. ILO Convention No. 182 (1999) on the Worst Forms of Child Labor (WFCL) classifies trafficking among “forms of slavery or practices similar to slavery” and thereby a WFCL to be eliminated as a matter of urgency, irrespective of the country’s level of development.

The trafficking in children - internally in countries, across national borders and across continents - is closely interlinked with the demand for cheap malleable and docile labor in sectors and among employers where the working conditions and the treatment grossly violates the human rights of the children. These are characterized by environments that are unacceptable (the unconditional worst forms) as well as dangerous to the health and the development of the child (hazardous worst forms). These forms range from bonded labor, camel jockeying, child domestic labor, commercial sexual exploitation and prostitution, drug couriering, and child soldiering to exploitative or slavery-like practices in the informal industrial sector.

2.2.7 Work in the Informal Economy

This includes a whole range of activities such as shoe cleaning, begging, pulling rickshaws, selling newspapers, or collecting rubbish. It is complicated that a particular form of “work” can be called “child labor”. It depends on the child’s age, the type and hours of work performed, the conditions under which it is performed and the objectives pursued by individual countries. The answer varies from country to country, as well as among sectors within countries.

According to the ILO report, the informal economy has expanded with unexpected rapidity throughout the world. In developing countries structural adjustment programs, economic reform and demographic growth lie behind this expansion. Over the past decade, informal work is estimated to have created over 90 per cent of new jobs in Africa, says the report.

According to the report, the lack of legal and social protection, representation and rights at work which characterize informal employment are prevalent in many countries and an inherent part of the current path of globalization. The report stresses that unless the root causes of informality are addressed, there can be no sustainable move towards recognized, protected, decent work and it sets out an integrated strategy to deal with these causes.

2.3 Causes of Child Labor

Children work because their survival and that of their families depend on it, and in many cases because unscrupulous adults take advantage of their vulnerability. It is also due to inadequacies and weaknesses in national educational systems. It is deeply ingrained in cultural and social attitudes and traditions.

According to the experts, the main reasons for the emergence of child labor in bigger cities are unhealthy family life and economic deprivation. Families strained by financial difficulties cannot cope with the increasing demands of their children and sometimes even fail to provide them with adequate nutrition. This appears to be the main reason children look for their own sources of income. In socially disadvantaged, alcoholic or morally bankrupt families, pecuniary challenges are often coupled with destructive dynamics in the relationships. These factors combine to spur children into the street, temporarily or permanently, leading them to a vagrant existence, required too early to make independent decisions. Economic hardships and family dysfunction

can therefore be named as the main causes of child labor. Another important cause mentioned by the experts is the overall social and economic situation in the country.

There are several causes of child labor throughout the world and they may be classified by two factors; Push and Pull.

2.3.1 Push Factors

(a) Poverty

Poverty is certainly the greatest single force driving children into the workplace. It was also cited as a major cause for why children work and undertake a variety of work-related activities to assist their families, to provide for their households as well as to afford school fees. Labor, including that of children, is the most important asset for poor households. From the observations of the child labor discussion documents, children in extreme poverty will be prepared to engage in more harmful forms of child labor and this will be encouraged by their families.

In developing economies, the child may often be a net contributor to the household, while industrialized economies he or she is not. The incidence of child labor may be high in industrialized economies but the children either merely perform small tasks in the house to assist their parents or work in order to finance their own consumption.

Traditions that push poor families into indebteding themselves heavily for social occasions or religious events, then relying on their children's work to pay off the debt. The phenomenon of bonded labor, recognized as one of the worst forms of child labor, is still widespread largely because of the vulnerability of poor families to such pressures.

(b) Unemployment

Children have also started paid work because of their parents' unemployment. Adult unemployment and job retrenchments are key reasons, in addition to poverty, for children's involvement. The pressures from parents or adults on such households have to use children's labor, including that from worst forms, will increase. Children from large families are more likely to be at work than those from small families, simply because the parents' unemployment or income is quite insufficient to support a large family.

(c) Death, Separation or Divorce of Parents

These factors can be described as some of the underlying reasons for the impoverishment of children and their households ultimately leading them to child labor. UNICEF also cited these amongst the factors negatively affecting children's access and retention in the education system. Clearly, being orphaned is a contributing factor to vulnerability, with the lifeline to household income, care and protection having been severed or reduced. Orphans are much more likely than other children to be engaged in child labor (UNICEF, 2005). Separation or divorce of parents can lead to sharp variations in family income, which can lead to use of child labor.

(d) Impact on Schooling

Education has become even less affordable. Ultimately, children have been withdrawn from school to care for ill or dying family members as well as to care for siblings and to help with household chores where adults are no longer able to. In such circumstances, their ability to continue with schooling is reduced. The diversion of household income from schooling results in their eventual, subsequently permanent, withdrawal from school. Notably, orphans are at higher risk of not being enrolled, dropping out and their labor being used (The World Bank, 2006, Vol. 1:16).

2.3.2 Pull Factors

(a) To help their families/households

Children also work to assist their families or households. Children work because they are expected to work, whether paid or unpaid. In such an environment, it is likely that work is seen as an opportunity to fulfil filial obligations to assist their families. For example, children will either voluntarily sacrifice their schooling to release funds for the education of younger siblings in large families or they will accept the delay of their entry into school until the eldest sibling, completes the education level deemed appropriate and affordable by the family for returns on their investment made.

(b) To be or appear successful

Children, as is the case for adults, aspire to certain symbols of success to gain esteem and peer respect as well as to survive. The popularized, 3 "Cs" of cash,

cellphone and cars are all symbols of wealth, style or taste and are readily available. But, as noted, such achievements are short term, and such symbols amongst other things are attained without anticipated achievement of “social, self-esteem and self-actualization needs.” (Keregero and Keregero, 2006).

2.4 Employers’ Perception

The most common explanations are the lower cost and alleged irreplaceable skills ("nimble fingers") of child workers compared with adults. The viability of entire industries depends, so it is claimed, on child labor. This line of argument has, in turn, given rise to fears that the process of globalization, and of increased competition in world markets for certain goods will only increase and worsen the phenomenon of child labor. At the same time, according to this argument, globalization will expose child workers to still greater risks of exploitation, as their employers strive to gain a competitive edge in world markets.

(a) Low risks to employers

There are little or no risks for employers using child labor. Developing countries have very limited legal and social protections for working children which is a shield for employers using child labor. For example, labor laws do not provide a minimum age for employment and include special exemptions allowing for child labor to persist in agriculture and domestic work. Existing labor laws are poorly enforced to prevent and protect children from working due to labor inspectorate being poorly resourced (in terms of budget and personnel) and lack of prioritization of child labor law compliance. For example, the labor inspectorate has mandates over both formal and informal sectors but has limited reach, especially regarding the latter sector. Demand-side research on child labor is relatively underdeveloped compared to research on household factors. Much attention has been given to paid employment of children due to the concern that they are more vulnerable to exploitation than adults. If particular occupations could be identified in which child labor is especially profitable, demand-side interventions would be more effectively designed and targeted. Child labor was embraced in most communities as it is seen as a way of supplementing meagre family incomes. Traditionally, children were also supposed to work and as such embraced. It was also noted that there was a possibility that the

members of the community were not aware of the laws in place and their mandate as custodians of the law to prevent and detect child labor within their areas of residence.

The employers of child labor in the areas studied are under considerable pressure as a result of working children's increased work opportunities and choices of sectors, including better paid and more attractive new sectors, as well as the flexibility and security of homebased work. These increased opportunities had impact on their working conditions.

(b) Wage factor

Much attention has been given to paid employment of children due to the concern that they are more vulnerable to exploitation than adults. If particular occupations could be identified in which child labor is especially profitable, demand-side interventions would be more effectively designed and targeted. It is common, for instance, for researchers to simply assume that any difference between child and adult wages simply mirrors the same difference between their productivities. This assumption is built into the economic models that underlie most quantitative work.

2.5 Impact of Employers on Child Laborers

The employers of child labor in the areas studied are under considerable pressure as a result of working children's increased work opportunities and choices of sectors, including better paid and more attractive new sectors, as well as the flexibility and security of homebased work. These increased opportunities had impact on their working conditions.

The employers have changed their behavior in the following ways in an attempt to recruit and retain child workers:

(a) Good behavior

Most rural and urban employees claim that they speak nicely and try to avoid getting angry with children if they make any mistakes at work. Some stated that they no longer physically or verbally abuse child workers.

(b) Good working conditions/attractive remuneration

Most rural and urban employers stated that they had to raise salaries of their child employees regularly in order to keep them in the job. Extra leave was also another factor mentioned by employers.

(c) Constant Care

All employers interviewed commented that they are more alert about the children's health-related needs.

(d) Extra benefits

Some employers also pay small bonus payments or provide good food as rewards for good work.

(e) Meeting basic needs and rights

Some employers felt it was Important to pay attention to children's basic needs and rights in order to make them stay. The most important of these were: allowing the children to rest when they are unwell; giving them time to bathe and have lunch; giving them three meals a day, new clothes several times a year and a place to stay. In addition, the employers give some money for snacks, allowing them to go out for half an hour every day, providing them with daily essentials like oil and soap, asking them about their health every now and then, and help them getting medication if they fall sick. Some employers of domestic workers supported children's schooling and study.

(f) Concern for the future

Parents and guardians are particularly concerned about employment which they do not think the child is learning enough in, or in which he or she may not have future prospects. This makes employers concerned about teaching tasks which should be beneficial for the children's future.

2.6 Street Children and Employers

The world over, as per the estimates of the United Nations, there are up to 150 million street children. Almost every city in the world, even the biggest and most developed ones, have street children. These children are vulnerable to all forms of

exploitation and abuse. A life on the street is almost certain to push the children into the less protected areas like drugs, begging, and crime. The fate of girl children is grimmest; they are often picked up by sex trade brokers and forced into prostitution.

Most of the street children are not orphans; many are in touch with their families who live in villages or smaller towns, or even in slums in the same city. These children are expected to earn something and augment their family income.

When child labor is banned, the avenue for getting a proper job in any legitimate company is closed, and they are forced to take all kinds of odd jobs which are often exploitative, demeaning and even dangerous. If these boys and girls are working in factory premises or restaurants, they can avoid many of the dangers that they face on the street. A proper job will also provide them with some work experience so that they can prepare themselves for a fulfilling adult life.

A system can be developed where the employer takes all the necessary steps to make the children's working life bearable. There can be a provision for on-site schooling. The employer can also provide accommodation at a subsidized rate to the homeless kids. But people are totally out of touch with reality they insist on a total ban on child labor. They believe that just by banning child labor they will create a utopia in which there is no need for any child to work even the most impoverished children will be free to spend their time in playing, learning, relaxing and enjoying life. Unfortunately, the ban on child labor has unintended consequences, it is leading to an even worse situation for the street children.

2.7 Review on Previous Studies

There are laws and regulations that determine how old a teenager can be to legally work. Child labor laws restrict how old children must be to work, when they can work, and what jobs they can do. These laws are in place to ensure that children do not do any work that's dangerous or bad for their health and to guarantee that children's focus remains on education.

The International Labor Organization currently has 23 conventions, or laws, within its constitution that regulate the labor of adults and children. These laws include the minimum age restriction, protection against forced labor, holiday/vacation time granted, conditions of the workforce, safety standards, protection against pregnant women, and night time working conditions. Within these conditions are stricter standards set for the safety of children. Most of the conventions and

recommendations for child labor fall under Article 3, The Elimination of child labor and the protection of children and young persons.

The first convention listed is the **Minimum Age Convention, 1973**. This convention states that a person under 18 cannot work in a facility that may jeopardize their safety, health, or morals. This work includes mining, operation of heavy machinery, and heavy manual labor. Children ages 13–15 may perform light work as long as the work does not bring any harm or hinder their education. Children under 13 are restricted from working.

The **Worst Forms of Child Labor** conventions mandates that persons under 18 cannot be used in work as slaves, prostitution, pornography, or drug trafficking. The **Medical Examination** conventions hold that a child under 18 cannot work in an industrialized or non-industrialized position without being deemed fit by medical professional. Person's under the age of 18 are not permitted to work underground such as in a mine.

CHAPTER III

OVERVIEW ON CHILD LABOR CONDICTION IN MYANMAR

3.1 Child Labor in Myanmar

According to the census taken in 2014, 1.65 million children between the ages of 10 and 17 years old were engaged in employment in Myanmar. This amounts to 20 per cent of the total number in that age group. Also, more than 210 000 children (2 per cent) in the same age group were actively looking for employment.

The statistics on child labor in Myanmar and across the world are unsettling because they portray children in a way that goes against conventional notions of what a child and childhood are. Childhood is envisioned as a time of joy and pleasure, carefree days filled with play and school; children are artless cherubs, babes in the woods, little lambs whose innocence and vulnerability need to be protected.

Knowing how childhood is constructed in Myanmar is important but so is recognizing that children are not a homogenous group. Their experiences are shaped by social class, gender, ethnicity and other forms of social stratification. Moreover, they are positioned within micro (family) and macro (state) structures that configure and constrain their choices and opportunities.

An examination of Myanmar's working children shows that the following factors are elementary; poverty and structural factors, parents' education and employment, place of resident. The census shows that three times more children in rural areas than in urban areas are engaged in work.

3.2 Current Situation of Child Labor in Myanmar

In a country that for almost five decades was isolated, a stagnant economy and inadequate education system left many families in poverty. To escape poverty, families put their children to work in tea shops, factories and family businesses. These children did not seem destitute or even unhappy. There are gray areas in it and it is not so easy to separate right from wrong. In some cases, the child became the family's main breadwinner.

After 50 years of economic isolation, observers fear that Myanmar children might be forced to work before they can complete schooling in a booming economy. However, child labor is a pillar of Myanmar’s economy, and most Burmese accept it as the norm. A ban on all forms of child labor would leave many families destitute and their children worse off. Myanmar’s democratic transition and the opening up of its economy are extremely exciting. Foreign investments will drive economic growth and development and hopefully reduce poverty.

There is no comprehensive, national legislation to protect working children. This creates an environment in which foreign investment can take advantage of children. Official data on child labor is almost non-existent in Myanmar. Birth registration is low, making it difficult to know the age of many children. And there is no monitoring of child labor. No one really knows how many children are working for firms that attract foreign investment.

Table (3.1) Children Working in Myanmar by Place of Residence

| | Employee (private organization) | Employer | Own account worker | Unpaid family worker | Total |
|-------|--|-----------------|-----------------------------------|-------------------------------------|--------------------|
| Urban | 260279 (34.5%) | 1533 (19.2%) | 41218 (14.6%) | 35701 (5.9%) | 338731 (20.5%) |
| Rural | 494025 (65.5%) | 7987 (80.8%) | 241397 (85.4%) | 572274 (94.1%) | 1315083 (79.5%) |
| Total | 754304 | 9520 | 282615 | 607975 | 1653814 |

Source: Myanmar Population and Housing Census (2014). Ministry of Information and Population, Myanmar. (2016).

Parents’ education levels, employment and income coupled with place of residence have a huge influence on children’s employment status. Employees (Private organization) are those employed and working for private employers or private organizations. All people in private companies, non-governmental organizations, international organizations, retail and wholesale enterprises fell under this category. Employer are persons who during the reference period worked in their own business, which also employed one or more other persons. Own account workers are self-employed persons who worked in their own business or worked in their own/family business for family gain and did not have any employees. Unpaid family worker:

persons who worked in a business, farm, trade or professional enterprise operated by a member of the household/family and received no pay. Taken from Department of Population. (The Union Report, 2016, p. 97)

Table (3.2) Percentage of Children who are Working out of Total Population of Children in the State/Region

| State / Region | Percentage |
|-----------------------|-------------------|
| Kachin | 16 |
| Kayah | 21 |
| Kayin | 17 |
| Chin | 10 |
| Sagaing | 24 |
| Tanintharyi | 17 |
| Bago | 20 |
| Magway | 22 |
| Mandalay | 23 |
| Mon | 16 |
| Rakhine | 11 |
| Yangon | 19 |
| Shan | 32 |
| Ayeyarwady | 21 |
| Naypyidaw | 18 |

Source: Myanmar Population and Housing Census (2014). Ministry of Information and Population, Myanmar. (2016).

As Table (3.2) shows, Shan State, at almost a third of all children, had the highest percentage of working children out of all the States/Regions. This table was significantly higher than in all other States/Regions the majority of which were hovering around the 20 per cent mark. Chin and Rakhine States had the lowest at 10.2 per cent and 11.1 per cent respectively.

Table (3.3) Working Children as a Percentage of Total Children in State/Region by Type of Work

| State | Employee (%) | Employer (%) | Own Account Worker (%) | Unpaid Family Worker (%) |
|-------------|--------------|--------------|------------------------|--------------------------|
| Kachin | 42 | 1 | 20 | 38 |
| Kayah | 23 | 1 | 23 | 50 |
| Kayin | 29 | 1 | 18 | 53 |
| Chin | 9 | 1 | 18 | 73 |
| Sagaing | 34 | 1 | 21 | 41 |
| Tanintharyi | 53 | 1 | 12 | 31 |
| Bago | 52 | 1 | 13 | 30 |
| Magway | 33 | 1 | 14 | 44 |
| Mandalay | 60 | 1 | 13 | 23 |
| Mon | 58 | 1 | 13 | 24 |
| Rakhine | 33 | 1 | 13 | 49 |
| Yangon | 79 | 1 | 9 | 11 |
| Shan | 14 | 1 | 22 | 59 |
| Ayeyarwady | 51 | 1 | 13 | 31 |
| Naypyidaw | 59 | 1 | 12 | 24 |

Source: Myanmar Population and Housing Census (2014). Ministry of Information and Population, Myanmar. (2016).

Table (3.3) shows that the States/Regions with the highest percentage of children who were employees were in Yangon, Mandalay and Naypyitaw. In contrast, Chin State has the lowest percentage of working children who were employees and the highest percentage who were unpaid family workers, followed by Shan State.

3.3 Child Labor Laws in Myanmar

Myanmar laws are somewhat unclear on the definition of a child and the requirements for working conditions for young workers (ages 14-18). Although additional revisions are under way, there is a need for harmonization of laws to ensure consistent interpretation and usage. Myanmar National Laws briefly described in table (3.4).

Table (3.4) Myanmar National Laws

| Source | Age (years) | Conditions |
|---|-------------|---|
| | | Minimum age: 14 |
| Factory Act (1951) *revised January 2016 | 14 - 18 | Medical certificate of fitness required. Prohibited from cleaning, lubricating, adjusting machinery while machine is in motion Prohibited from being employed in factory where cotton opener is at work. Prohibited from lifting, carrying, or moving heavy loads likely to cause injury. |
| | 14 - 16 | Maximum of 4 hours/day. No work between 6 p.m. and 6 a.m. Only two shifts allowed, no overlap; only one factory. Work on |
| | 16-18 | Can work as an adult if in possession of medical certificate (conditions listed above for 14-18 still apply); if not, must also work under restrictions for those aged 14-16 Shops. |
| | | Minimum age: 14 |
| Shops and Establishments Act (1951) *revised January 2016 | 14-16 | Maximum of 4 hours/day, with 30 minutes rest each day. No work between 6 p.m. and 6 a.m. Must have at least one rest day per week, no particular day specified. |
| | 14-18 | Prohibited from working unless in possession of a medical certificate proving fitness to do so. Not allowed to work in hazardous conditions of work which are specifically identified. |
| Child Law (1993) | Not defined | Childhood ends at age 16 Youth defined as 16-18 |

Source: BSR (2016).

From table (3.4) Myanmar's laws related to young workers are not completely consistent, but minimum working age for factories and shops is set at 14, as of January 2016. Workers under the age of 18 also have restrictions on night work and hazardous work. Myanmar laws are somewhat unclear on the definition of a child and the requirements for working conditions for young workers (ages 14-18). Although additional revisions are under way, there is a need for harmonization of laws to ensure consistent interpretation and usage. Meanwhile, even for clear regulatory standards such as the minimum working age, government enforcement is limited (Ediger, L, Prepiscius, J and Fletcher, C, 2016).

CHAPTER IV

SURVEY ANALYSIS

This section describes the research method and results of the survey that focus on the child laborers at teashops and restaurants from Kamayut and Hlaing Townships in Yangon. This survey on child labor supports an overview of the socio-economic conditions, the status of child laborers, their attitude towards school and aspirations for future and perceptions and responsibilities of employers on the child laborers.

4.1 Survey Profile

Yangon is located in the lower Myanmar that is the most populated city in Myanmar. Yangon is organized into four districts such as east, west, south and north. Kamayut and Hlaing are located in North Yangon District. These townships are located about six miles from the downtown. Kamayut township is comprises with 10 quarters and Hlaing includes 16. The townships are populated areas as they are not so far from city hub. Most of the families living in these areas are upper and middle class. Many of the big and small markets, shopping malls, recreation places, public areas and businesses are established in the areas.

As a place of high population, there are so many teashops, restaurants and food centers to provide the demand from the families in the two townships. These shops are in various size ranging from at least 500 to above 1500 square feet and below 5 persons to above 60 persons as in labor force. The survey questionnaire data were collected on March, 2019 from the 40 owners of big teashops, restaurants and food centers.

According to the YCDC, north Yangon district, there are total of 1930 shops including restaurants, teashops and food centers (list of food business, Report for 2018-19). There are total of 496 shops within Kamayut and Hlaing townships. This is over 24.3% of all shops in the north Yangon district. 196 and 273 food businesses are located in the Kamayut and Hlaing townships respectively.

Table (4.1) Number of Shops in Kamayut and Hlaing Townships

| Township | Number of Shops | Total | Percentage of North Yangon District |
|-----------------|------------------------|--------------|--|
| Kamayut | 195 | 469 | 24.30% |
| Hlaing | 273 | | |

Source: YCDC, North Yangon District (2018-19 report)

Table (4.1) reveals the number of restaurants, teashops and food centers in both townships and all of north Yangon district. While collecting survey data, most of the employer in these townships denied that they do not employ any child laborers at their businesses although there are many foods related businesses in the region. Therefore, the survey data is based on the result of all 40 respondents who admit the employment of child laborers.

4.2 Survey Design

This survey is based on the structured questionnaire and conducted with face to face interviews in the sampled restaurants, teashops and food centers. Only 40 shops were selected from 469 shops of restaurants, teashops and food centers there in Kamayut and Hlaing townships because most of the owners of restaurants, teashops, food centers were not so eager to answer about the child labor. The questionnaire was filled by asking questions to owners and some of the representatives of each restaurant.

4.3 Survey Findings

The results of the survey are presented in the following perception of employers on child laborers in Kamayut and Hlaing townships. The findings are presented in seven parts as mentioned above with characteristics of respondents, types of businesses and number of child laborers, types of recruiting child laborers, management of employers on child laborers' duties and wages, responsibilities of employers on child laborers' welfare, awareness of employers about child labor, different views of employer' answers from interviews.

4.4 Characteristics of Respondents

The characteristics of respondents are classified into age level, gender, marital status and education level. The following table shows the detail information of above mentioned factors.

Table (4.2) Characteristics of Respondents

| Particular | Number of Respondents | Percentage |
|------------------------------|------------------------------|-------------------|
| Age Level (Years) | | |
| Under 30 | 1 | 2.5 |
| 31-40 | 17 | 42.5 |
| 41-50 | 14 | 35 |
| 51-60 | 8 | 20 |
| Total | 40 | 100 |
| Gender of Respondents | | |
| Male | 28 | 70 |
| Female | 12 | 30 |
| Total | 40 | 100 |
| Marital Status | | |
| Single | 18 | 45 |
| Married | 22 | 55 |
| Total | 40 | 100 |
| Education Level | | |
| Primary School | 1 | 2.5 |
| Middle School | 4 | 10 |
| High School | 18 | 45 |
| Graduates | 17 | 42.5 |
| Total | 40 | 100 |

Sources: Survey data (2019)

According to the table, employers whose age is between 20 and 30 is the least number of 1 and the second least number is 8 of which the employers between the age of 50 and 60. The largest age group is between 30 and 40 with the number 17 and second is 14 of the age group between 40 and 50. From this table, 80 percent of

employers are below the age of 50 and the number is 32. Therefore, almost all the shop owners are mature and well experienced to manage all the shop and employee's affairs including child laborers. The table shows that 70 percent of male are running the businesses much greater than 30 percent of female. Therefore, most of businesses are led by male. Another factor of marital status shows not so much different between single and married of 45 and 55 percent respectively. Also, the education level of employers was found that 35 of 40 are either high school or graduates. It shows that most of employers, 87.5 percent of all respondents are at least at the level of high school graduates.

4.5 Types of Business and Number of Child Laborers

The types of businesses of respondents can be classified by three groups; teashop, restaurants and food center and the number of child laborers at those businesses are described in following tables.

Table (4.3) Types of Business

| Types | Number of Respondents | Percentage |
|--------------|------------------------------|-------------------|
| Teashop | 5 | 12.5 |
| Restaurant | 33 | 82.5 |
| Food Center | 2 | 5.0 |
| Total | 40 | 100 |

Source: Survey data (2019)

From above table (4.3), the greatest number is restaurant with 33 shops which is above 82 percent of survey. It seems that the owners of restaurants afford to employ more laborers than the other two. Therefore, child laborers also have to work at such kind of businesses.

Table (4.4) Number of Child Laborers in Shops

| Number of Child Laborers | Number of Respondents | Percentage |
|---------------------------------|------------------------------|-------------------|
| less than 10 | 38 | 95 |
| between 10 and 15 | 2 | 5 |
| Total | 40 | 100 |

Source: Survey data (2019)

According to the survey data, the amount of child laborers at the shops is not so much as we thought before. 38 shops, 95 percent of all respondents employ less than 10 child laborers and only two shops hire child between the number of 10 and 20. No shop has child laborers of more than 15. This may be due to child laborers' abilities and the responsibilities of employers on them. It is clearly that the employers who hire children have more responsibilities than hiring adults.

4.6 Types of Recruiting Child Laborers

The types of recruiting of child laborers can be distinguished into two groups according to the ease and unease of employment and other conditions. The employment of child laborers is found that the desires of children themselves are absolutely nothing and bringing by their parents and caretakers are the most.

Table (4.5) Ease of Recruitment of Child Laborers

| Business Types | Easy Employment of Child Laborers | | | Percentage | | |
|--------------------|-----------------------------------|-----------|-----------|-------------|-------------|-------------|
| | Yes | No | Other | Yes | No | Other |
| Teashop | 0 | 5 | 0 | 0 | 12.5 | 0 |
| Restaurant | 7 | 17 | 9 | 17.5 | 42.5 | 22.5 |
| Food Center | 0 | 0 | 2 | 0 | 0 | 5 |
| Total | 7 | 22 | 11 | 17.5 | 55 | 27.5 |
| | 40 | | | 100 | | |

Source: Survey data (2019)

There is a question to answer that employers hire child laborers because they are available easily. 12.5 percent of all respondents, 5 out of 40 teashop owners denied that they employ child laborers not because of easy availability. 42.5 percent of respondents who are restaurant owners also answered the same. But 17.5 percent of all respondents, 7 restaurant-owners employ child laborers as they are easily available. Generally, the largest amount of respondents, 55 percent or 22 persons denied the question and second largest group, 27.5 percent of all respondents have another reasons in employing those laborers. Only 17.5 percent hire child laborers

because they are easily available. According the survey result, most of the employers are not hiring child laborers because of ease.

Table (4.6) Decisions for Employment

| Particular | Number of Respondents | | | |
|-----------------------|-----------------------|------|----|------|
| | Yes | % | No | % |
| Children themselves | 0 | 0 | 40 | 100 |
| Parents | 40 | 100 | 0 | 0 |
| Caretakers | 40 | 100 | 0 | 0 |
| Persuasion of friends | 23 | 57.5 | 17 | 42.5 |

Source: Survey data (2019)

There are no child laborers who employ themselves to the shops. All of 40 respondents give exactly the same feedback upon the question. Employed by their parents and caretakers are the maximum amount of 100 percent and by the persuasion of friends are controversial with 42.5 percent for “Yes” and 57.5 percent for “No”.

4.7 Management of Employers on Child Laborers’ Duties and Wages

Almost all of employers hire child labors for the purpose of normal jobs. The employers cannot assign child laborers in complex duties or hazardous conditions. Therefore, the wages for them will not be so much. However, their whole salaries can provide their families. Also, the actual facts show that their wages are collected by their parents or caretakers much greater amount than delivering directly to them. Following tables describes the jobs assignment for child laborers by employers, salary of child laborers from the type of job and type of salary payment for the child laborers.

Table (4.7) Number of Child Laborers with Normal Jobs

| Number of Child Labor (Normal Jobs) | Number of Respondents | Percentage |
|--|------------------------------|-------------------|
| less than 3 | 6 | 15 |
| between 3 and 5 | 15 | 37.5 |
| between 5 and 7 | 4 | 10 |
| 7 and above | 15 | 37.5 |
| Total | 40 | 100 |

Source: Survey data (2019)

Most of the shops hire child laborers for the purpose of doing general and light jobs such as washing dishes and cleaning tables and shop campus. 37.5 percent of shops from survey data reveals that they employ the child laborers within the number of 3 and 5. The other 15 shops of another 37.5 percent hire 7 and above child laborers for the purpose of general tasks. The different amount of child laborers hired is the result of different size of businesses.

Table (4.8) Wages of Child Laborers for Normal Jobs

| Wages | Number of Respondents | Percentage |
|-------------------------|------------------------------|-------------------|
| less than 50,000 kyats | 23 | 57.5 |
| 50,000-70,000 kyats | 10 | 25 |
| 70,000-100,000 kyats | 7 | 17.5 |
| 100,000 kyats and above | 0 | 0 |
| Total | 40 | 100 |

Source: Survey data (2019)

As child laborers abilities are low, most of all employers are not interested in paying high wages for them. Nearly 60 percent of shops hire child laborers at the rate of below 50,000 kyats. Another 25 percent pay at the rate of between 50,000 kyats and 70,000 kyats and the least 17.5 percent of employers fixed at the rate of between 70,000 kyats and 100,000 kyats. No respondents are interested in paying above 100,000 kyats for those child laborers. With the wages of above 100,000 kyats, they can even hire adults.

Table (4.9) Types of Salary Payment for Child Laborers

| Particular | Number of Respondents | | Percentage | |
|---------------------|-----------------------|----|------------|------|
| | Yes | No | Yes | No |
| Children themselves | 23 | 17 | 57.5 | 42.5 |
| Parents | 36 | 4 | 90 | 10 |
| Caretakers | 40 | 0 | 100 | 0 |

Source: Survey data (2019)

The table shows clearly that the percentage of salary payment to parents and caretakers are much more than the payment to the child laborers directly. This is because of the reason that the sources of child laborers are due to the poverty or requirements of income of parents and caretakers such as siblings, relatives.

4.8 Responsibilities of Employers on Child Laborers' Welfare

According to the survey data, there are a lot of responsibilities of employers on child laborers. These are described in the following tables which are created from the collected data of survey.

Table (4.10) Responsibilities of Employers on Child Laborers at Healthcare, Safety, Food, Improving Ability, Job Insurance and Uniform Arrangement

| Wages | Number of Respondents | | Percentage | | Total Respondents |
|---------------------|-----------------------|----------------|------------|----------------|-------------------|
| | Responsive | Non-Responsive | Responsive | Non-Responsive | |
| Healthcare | 40 | 0 | 100 | 0 | 40 |
| Safety | 40 | 0 | 100 | 0 | 40 |
| Food | 40 | 0 | 100 | 0 | 40 |
| Improving Ability | 40 | 0 | 100 | 0 | 40 |
| Possible Promotion | 40 | 0 | 100 | 0 | 40 |
| Job Insurance | 40 | 0 | 100 | 0 | 40 |
| Uniform Arrangement | 37 | 3 | 92.5 | 7.5 | 40 |
| Welfare | 35 | 5 | 87.5 | 12.5 | 40 |

Source: Survey data (2019)

According to the survey data, there are plenty of responsibilities of employers on child laborers such as Healthcare, Safety, Food, Improving Ability, Job Insurance, Uniform Arrangement and Welfare for the children. As in table, 100 percent of all 40 shop owners except from the facts of uniform arrangement, take responsibilities at the fields of Healthcare, Safety, Food, Improving Ability, Job Insurance. However, the field of uniform arrangement is also at high range with 92.5 percent. For the happiness and motivation of children, 87.5 percent, 35 shop owners out of 40 arrange vacation trips. The welfare occasions are not necessary for the employers, but they make plans for vacation only on their obligation. Therefore, it can be seen easily that the wages of child laborers are relatively low because of higher responsibilities than adult workers.

Table (4.11) Resting Time for Child Laborers Within Duty Hours

| Duration | Number of Respondents | Percentage |
|-----------------------|------------------------------|-------------------|
| less than 1 hour | 24 | 60 |
| between 1 and 2 hours | 7 | 17.5 |
| above 2 hours | 3 | 7.5 |
| None | 6 | 15 |
| Total | 40 | 100 |

Source: Survey data (2019)

Some of employers let children to rest sometimes within their duty hours. As per survey, 24 respondents, 60 percent of employers let children rest below one hour. 17.5 percent give more free time to child laborers a between 1 and 2 hours. Rare 7.5 percent allow children to rest more than 2 hours. However, 15 percent, 6 of 40 respondents do not give any rest time within duty hour to those child laborers.

Table (4.12) Education Level of Employers and Responsibility for Child Laborers' Education

| Education Level | Number of Respondents | | Percentage | |
|-----------------|-----------------------|----|------------|-----|
| | Yes | No | Yes | No |
| Primary | 0 | 1 | 0 | 2.5 |
| Middle | 1 | 3 | 2.5 | 7.5 |
| High | 4 | 14 | 10 | 35 |
| Graduates | 1 | 16 | 2.5 | 40 |
| Total | 6 | 34 | 15 | 85 |
| | 40 | | 100 | |

Source: Survey data (2019)

Whatever the employers' education level it is, there is no impact on child laborers' educational prospect. According to the table, there is only one employer whose education level is primary and does not interested in encouraging child laborers' education. From overall result, most of employers, 85 percent of all respondents reject the child laborers' educational prospect. This is because employer have many other responsibilities on those laborers as described in Table 4.10. Even 40 percent of graduated employers do not support child laborers in their education. Moreover, the rest hours of those laborers within duty hour are so short. Therefore, the prospect of education of child laborers is almost impossible.

Table (4.13) Recreation for Child Laborers Outdoor

| Business | Number of Respondents | | | |
|-------------|-----------------------|-------|----|-------|
| | Yes | % | No | % |
| Teashop | 0 | 0 | 5 | 12.5 |
| Restaurant | 33 | 82.5 | 0 | 0 |
| Food Center | 2 | 5 | 0 | 0 |
| Total | 35 | 87.5% | 5 | 12.5% |

Source: Survey data (2019)

Table (4.13) reveals the interesting data of welfare arrangement for child laborers. The survey shows that 35 of 40 shop owners usually arrange trips or picnics for their employees. More interesting fact is that none of teashop owners can provide welfare events according to the nature of their business. On the other hand, owners of

restaurants and food centers can afford to arrange such kinds of events. It is clearly that restaurants and food centers are more profitable business than teashops. Although child laborers from those shops have little or no chances for their education life, they are more likely to be happy at their workplace due to such kind of welfare events.

4.9 Awareness of Employers about Child Labor

There are three results on the knowledge of employers on the rules and regulations about child labor. Some do not know anything, some have a little bit knowledge about it and few have much.

Table (4.14) Legal Knowledge about Child Laborers

| Business | Number of Respondents | | | Percentage | | |
|-------------|-----------------------|--------------|------|------------|--------------|------|
| | No | A Little Bit | Much | No | A Little Bit | Much |
| Teashop | 0 | 5 | 0 | 0 | 12.5 | 0 |
| Restaurant | 7 | 17 | 9 | 17.5 | 42.5 | 22.5 |
| Food Center | 0 | 0 | 2 | 0 | 0 | 5 |
| Total | 7 | 22 | 11 | 17.5 | 55 | 27.5 |
| | 40 | | | 100 | | |

Source: Survey data (2019)

According to the table (4.14), all of teashop owners know nothing about child labor limitations. Therefore, they hire child laborers without any worries. However, the most percent of respondents, 55 percent of all have a little bit knowledge about child labor. Most of employers do not know clearly about the child labor and therefore, they accept the desire of parents and caretakers to employ their children and salary to be prepaid.

The lack of knowledge of both employers and parents or caretaker's sides on child labor leads to the employment of child laborers in most of the teashops, restaurants and food centers in Kamayut and Hlaing townships according to the data from the survey which was conducted in March 2019.

4.10 Different Views of Employers' Answers from Interviews

As mentioned above, surveys were conducted by interviewing owners or managers of restaurants, teashops and food centers. Some shops are directly managed

by their owners but some are running under the responsibility of high level employee such as managers. Some interesting answers were found from those interviews. The two samples are described below.

Question: Could you please provide your view upon Child Laborers?

Answered by an owner of a family business

As I am an owner of food center, I think that terminating child labor is at complex and difficult situation. Child laborers at my shops have different reasons of being workers; divorced parents send children to the relatives and marry others, death of father or mother and subsequently the eldest child had to work due to so many siblings, some children are not interested in schooling and some did not want to live in rural areas, reside at urban and work to earn money are the reasons which experience most. Parents and caretakers themselves bring children to my shops for employing them.

Question: Could you please provide your view upon Child Laborers?

Answered by an owner

I have employed child laborers at my restaurant. If the employment of children will be restricted by law, there will be no problem about the labor force. But, most of them live in province with poor families and in some cases, only 14 years old child is the eldest among siblings. Even if they can join the free education programs, their family will face financial and social problems as their salary is the main source of income. There are many children worked at my shop and have become adults. Most of them could provide the sufficient amount of money for their younger siblings' education. In rare cases, children had worked for their parents' health issues.

Question: Could you please provide your view upon Child Laborers?

Answered by a manager

I am the manager of this shop and I am a graduate. My employer has run many branches of restaurants. We have employed child laborers at our restaurants but there are no young children of under 15. Taking responsibility for them is not so easy as most of them are uneducated and lack of knowledge. Therefore, I have carefully handled them not to become inappropriate situations upon them as I am fully accountable for the laborers including children. Some children left our restaurants and

they are now at the worse conditions. If it is possible, I really wish them to join the school. They are working as child laborers for they have no choice according to the conditions their respective families.

CHAPTER V

CONCLUSION

5.1 Findings

The biographical data shows that more male employers are doing such business than females with the percentage of 70 for males. 80 percent of employers, 32 out of all 40 respondents are at the age of below 50. Level of education of shop owners with high school education and graduated are 45 percent and 42.5 percent respectively. The other levels of education such as middle and primary school levels are rare. 55 percent of all respondents are married and the rest 45 percent are single. 67.5 percent of employers are born in Yangon.

All the shop owners take responsibility of child laborers' foods, shelters and health issues. Therefore, child laborers at those businesses can achieve basic facilities which might not be provided by their own poor families. 92.5 percent of employers also provide suitable clothes for child laborers in addition. The survey data reveals that 80 percent of employers, 32 out of 40 respondents arrange holidays for child laborers. Only 8 respondents disagree to allow holiday for child laborers. However, holidays arranged for those laborers are relatively low. 25 percent of employers allow only 1-day holiday and 45 percent arrange 2-day holidays per month. Although the holidays for child laborers are low, most of employers let the children to take rest within duty hours. 60 percent of shop owners arrange one-hour break for those child laborers within their duty. Another 17.5 percent allow children between one to two hours for leisure.

Salaries for child laborers are also significantly low, 57.5 percent of employers pay between 50000 kyats and 70000 kyats for child laborers. Only 25 percent pay between 70000 kyats and 100000 kyats for them. The rare group 17.5 percent do not pay any salary to them. This type of child laborers is not permanent and they are brought by their parents to the workplace during their school holidays. They may work light jobs for the shops not because of money but because of helping their

parents or siblings. When their holidays are over, they will go back to their place and shop owners usually reward them with certain amount of money.

It is clearly that the abilities of children are limited, they cannot be assigned complex duties and responsibilities. Most of child laborers take responsibilities of general works such as washing dishes and cleaning tasks. Most of employers assign child laborers as general workers. Some child laborers work as waiter at restaurants and teashops. 80% of respondents answer that they employ child laborers at simple and easy tasks.

Paying salary in advance to the child laborers, parents or caretakers is also one of the causes of existing child labor. Paying salary in advance to the children themselves usually occurs when they want to buy something expensive compared to their salary. Another form of advance salary is paying to their parents or caretakers when they bring child laborers to the workplace. They request shop owners to pay their children's salary for one to three months in advance and some cases, up to six months because of their social and financial problems.

Lack of knowledge about child labor is also one of the factors of existing child laborers. 30 percent of all respondents do not know anything about the rules and regulations of child labor. 60 percent of employers have a little knowledge of limitations and restrictions upon child laborers. However, Investigations about child laborers from the side of respective organizations and authorities are very rare. 70 percent of respondents answer that they have never face such investigation about child laborers.

Some of the benefits can be obtained from the employment of child laborers at the restaurants, teashops and food centers. 100 percent of employers take responsibilities to improve abilities of child laborers. According to the skill improvements of child laborers, they can be promoted to certain levels of duty and responsibility. In this way, they can earn more salary. All employers also take responsibility of job insurance for the child laborers and those laborers may become professional at their respective fields such as cooking and customer care.

87.5 percent of shop owners usually arrange welfare events such as trips or picnics in addition for those children for their pleasure and motivation. This factor shows that child laborers can enjoy such kind of events which may be not available by their poor families. Also, child laborers can obtain life security at their respective

workplaces. Providing appropriate shelter and comfortable place to take rest which might not be available at their home.

On the other hand, educational prospect of child laborers seems to be in end. As child laborers' holidays and leisure time within duty hours are very low, they have almost no chance to continue their education. However, most of the families which let their children to be laborers are poor and mess with social and financial problems. Even at their home, they might not learn academic education and exactly the same at the workplace.

At the respective workplace, child laborers will not concern about their basic needs and can provide their families' requirements in some ways.

5.2 Suggestions

There are three suggestions on the issue of perceptions of employers on child labor according to the survey findings.

Firstly, employing children in business is not legal, government should accept the employment of child laborers according to the rules and regulations. Employers also hire child laborers for lower wages, social affairs and other reasons. Employment of child laborers at restaurants, teashops and food centers can benefit mutually for both employers and child laborers' side. Employers can pay lower wages to children than adults even the abilities of children are relatively low. This will lead small shop owners to be lower expense and can collect more profits accordingly. Thus, child laborers at small businesses can get a comfort and safe working environment and government itself can also monitor the actual situations of child laborers.

Secondly, Government in Myanmar should emphasize on education, free health system, easy access to microfinance and job creation which are severely needed for the poor families. If the poverty is dropped, the decrease of child labor is sure.

Finally, Government should develop the precise and modernize laws about the child labor. The law of child labor, rules and regulations, limitations and restrictions are not very specific in our country. Most of employers do not know anything about the law. Educating employers about the child labor should be done and they will be aware of rules and regulations about it.

According to the survey, the existence of child labor in Myanmar is real. Making sentence to the employers who employ child labor is completely nonsense.

Unlike the developed countries, current Myanmar is not at the situation of complete eliminating child labor. Within the process of eliminating, making correct rules and regulations for the child laborers and protect them from labor discrimination and working at dangerous conditions is the most appropriate way for both parties.

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