

Promoting safe employment of young workers (14-17 years)

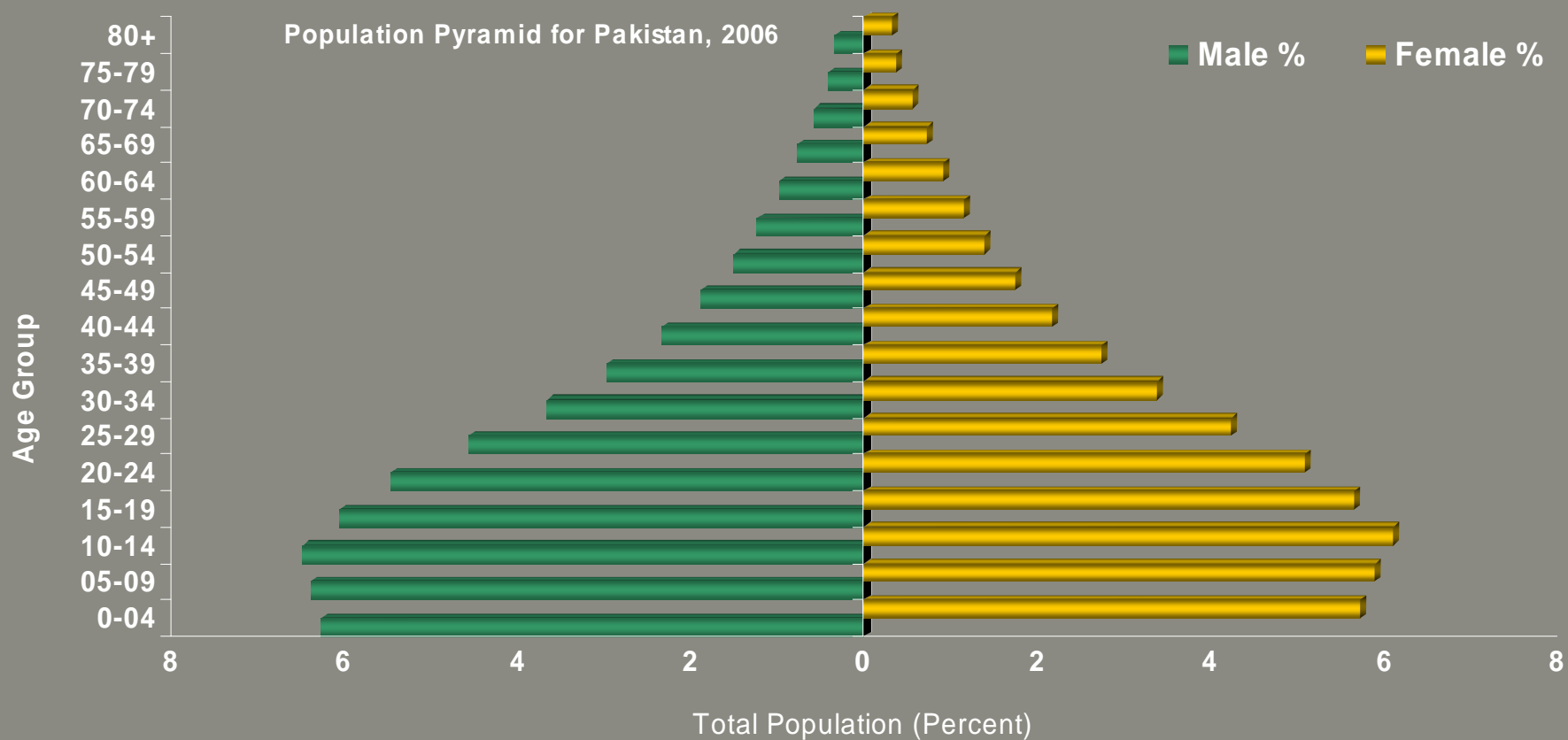
Experiences from Pakistan and possibilities for regional cooperation

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Why youth matters

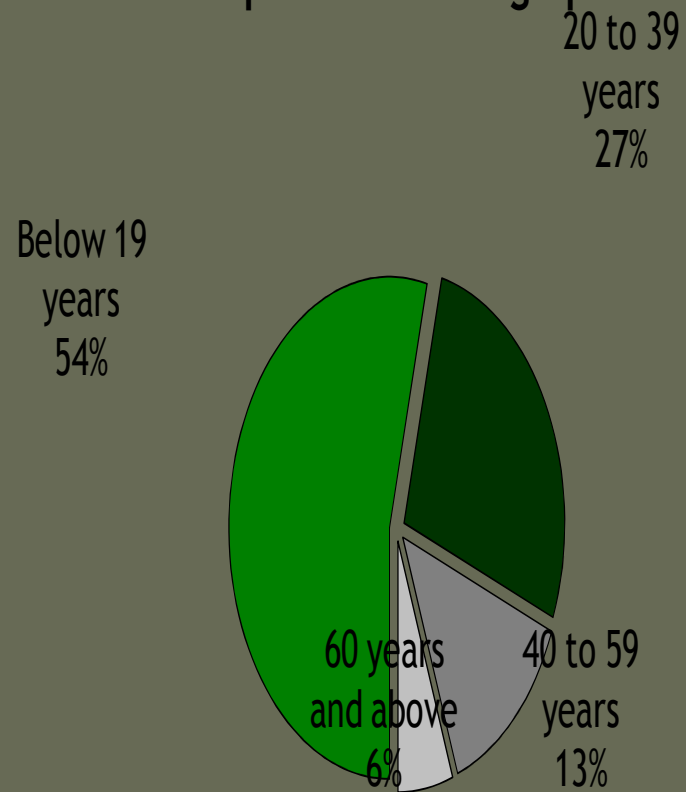
- ▣ Hazardous work by persons below 18 years of age is categorized as hazardous child labor under ILO Convention 182 on worst forms of child labour.
- ▣ Strong relationship exists between safe youth employment and elimination of child labour
 - By promoting safe and legal work by young workers
 - Elimination of child labour leads to better opportunities for educated youth
- ▣ Young workers are more vulnerable to accidents and diseases due to their lack of experience.
- ▣ Safe youth employment leads to better workforce and helps combat child labour.
- ▣ They are willing to take risks and thus more vulnerable.

85 million Pakistanis are less than 19 years old

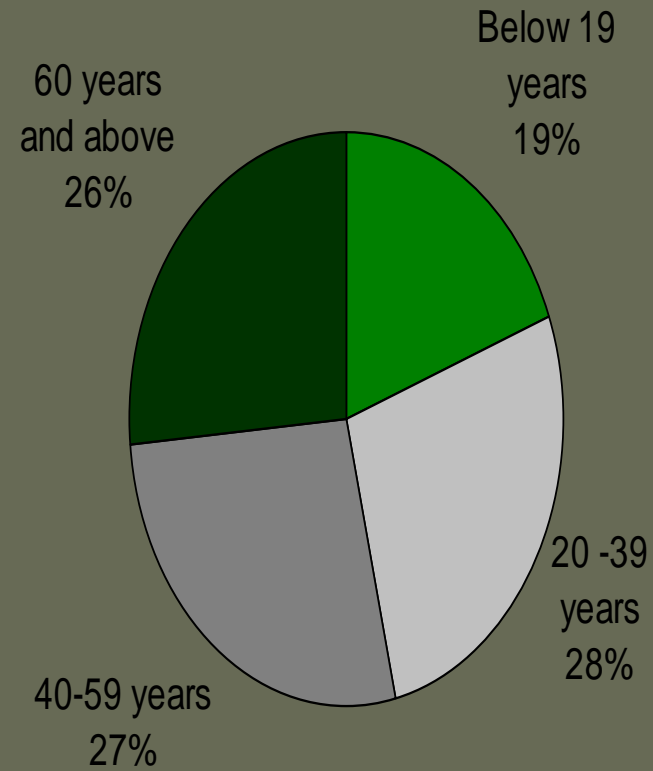


Source : Economic Survey 2004-05, 2005-06; House Hold Survey 2004-05

Pakistan Population Demographic



Japan Population Demographic



Examples of risk reduction from Pakistan

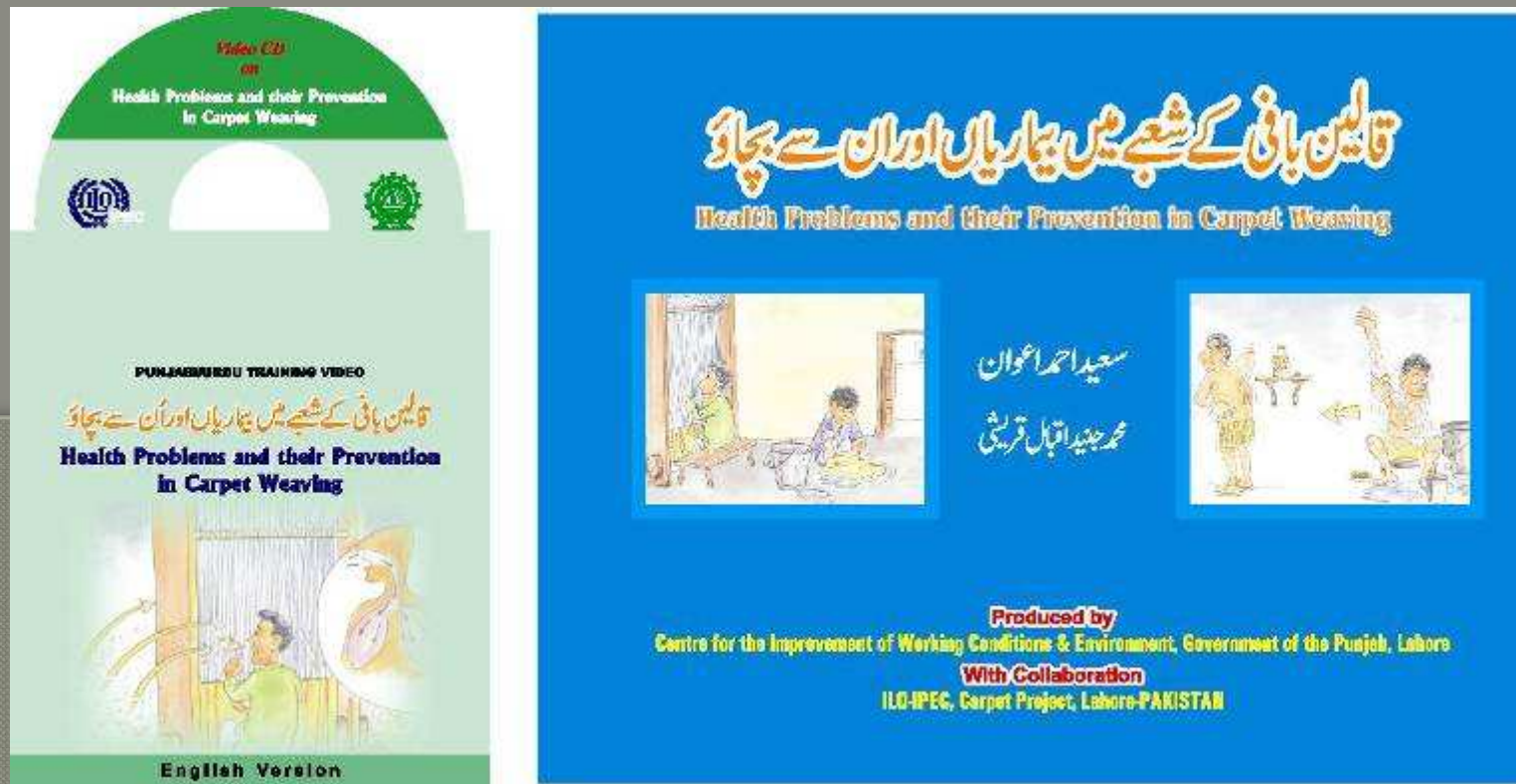
- Carpet making
- Surgical instruments manufacturing
- Glass bangle manufacturing

Risks in Carpet weaving

- Long working hours
- Musculoskeletal problems
- Nutritional problems
- Skin problems
- Lack of proper hygiene facilities
- Inadequate lighting, dust exposure, poor ventilation
- Poor design of loom

Possible interventions

- ▣ A better designed loom
- ▣ Improvement of work environment
- ▣ Making the work more productive and healthier for adults
- ▣ Better hygiene and sanitation at homes.
- ▣ Encouraging the families to enroll the children at schools
- ▣ Awareness in the key stakeholders on the impact of hazards on th child and young workers



Worker friendly videos and animated training/awareness materials

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ILO-IPEC, Carpet Project
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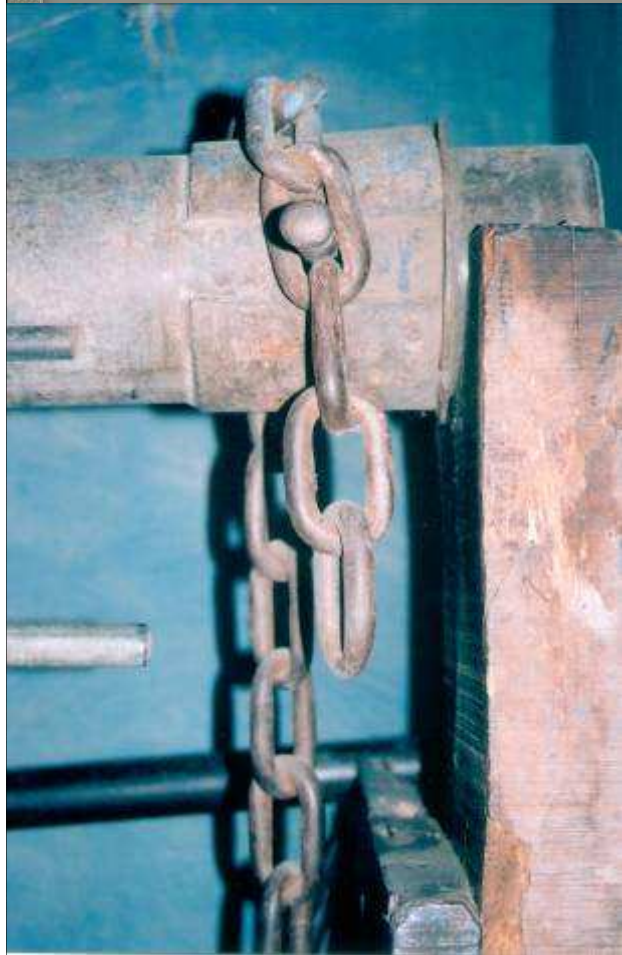
Design: 0300-033004

Problems with the traditional loom

- Weavers have to squat or sit on toes for long hours.
- It is installed in a corner of home with very poor lighting and ventilation.
- The wooden planks bend due to moisture leading to poor quality of carpet and making the posture more uncomfortable
- The floor is usually earthen and uneven leading to high dust exposure



Accident hazards



Feature of New Loom

- It is adult friendly
- Weaver sit on a bench
- There is a foot rest and optional arm rest
- It is portable.

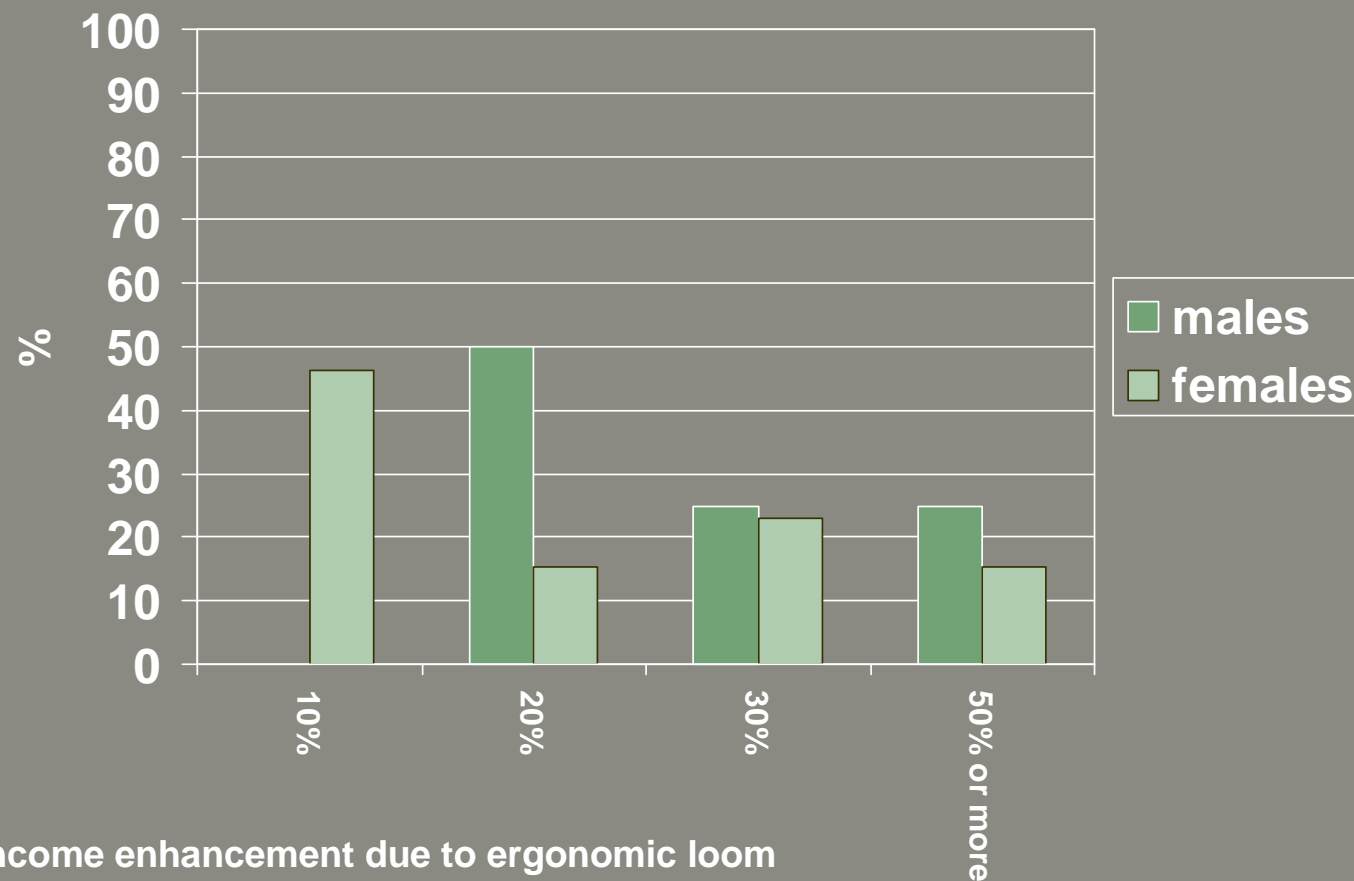


Features----continued

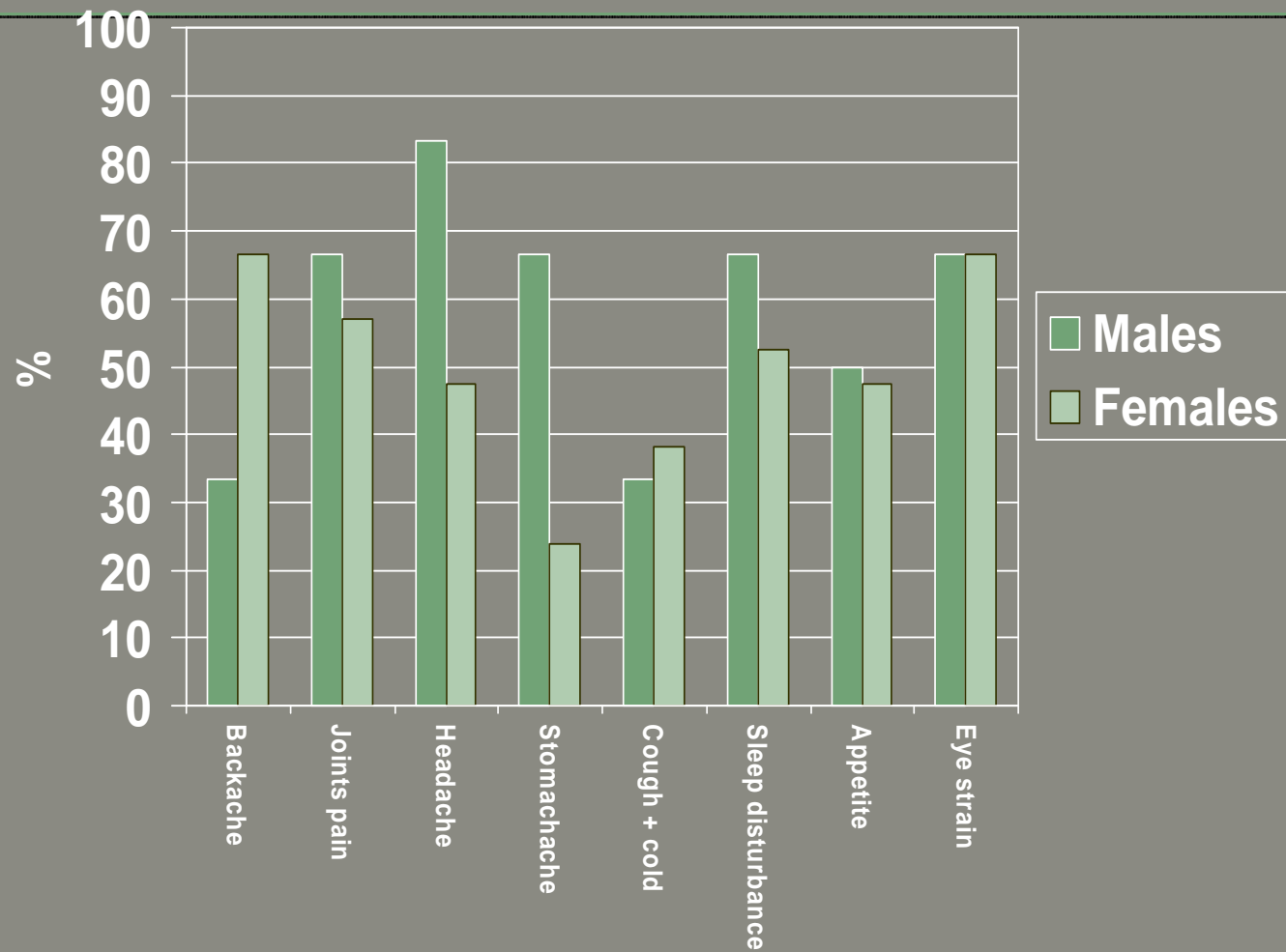
- It is adult friendly
- Weavers can bend their backs and relax their legs and feet
- Whitewashing and natural light & ventilation arranged.
- Dust mats provided to be swept with wet cloth
- First aid kits provided and families trained on their use
- Chains have been replaced with gears and levers, which do not hit back.



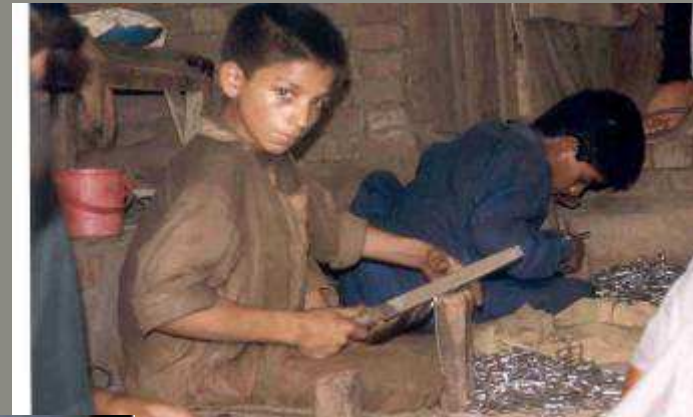
Improvement in income due to use of Ergonomic Looms



Improvement in health complaints of adults by using ergonomic looms



Surgical Instruments manufacturing



Risks involved

- Majority of the child workers (95%) reported disturbed sleep, 40% reported physical punishment by parents/elders., 40% disliked the work they did.
- 50% of children and 40% of adults reported injuries during work, which included mainly cuts and eye injuries.
- The basic health indicators (height, weight, pulmonary functions) when compared across the same age groups, were much poor in the working children than the control group children of same age groups.
- Personal hygiene of the child workers in surgical instruments workshops was very poor compared with adults or control group.

Surgical Instruments----continued

- ▣ The ratio of respiratory diseases and disorders was much higher in the working children than the control group.
- ▣ A sizeable proportion of working children and adults suffered from skin problems (cuts/bruises/burns, scabies and boils) Dermatitis was more common in the control group.
- ▣ The ratios of musculo-skeletal disorders like Carpal Tunnel Syndrome (40.6%), low back pain (82.2%) pain neck and shoulders (84.2%) were much higher in the working children than the control group.
- ▣ Prevalence of conjunctivitis of the eye (due to irritants in the workplace or poor hygiene) was 22.8% in working children and 13.8% in control, group.

Making work safe for the youth in surgical instruments manufacturing













Manufacturing the Glass Bangles





Hazards identified

- Heat and burns
- Awkward posture
- Chemical exposures
- Use of wrists leading to cumulative trauma disorders
- Monotonous work
- Poor lighting and ventilation
- Poor sanitary conditions

Glass Bangles manufacturing

- Most of the child workers (64%) reported disturbed sleep, 10% reported physical punishment by parents/elders.
- Personal hygiene of the child workers in glass bangles sector was very poor compared with control group.
- The ratios of anaemia, palpable lymph nodes, and worm infestation were similar and high in both the control group and working children, while the working children reported higher vertigo/headache and ratio of goiter (15%) was also higher in working children than the control group (9.5%).
- The incidence of respiratory diseases and disorders (pain chest, cough, TB, dyspnea) was much higher in the working children than the control group. The ratios increased dramatically in the adults.

Glass Bangles- -----continued

- ▣ A sizeable proportion of working children and adults suffered from skin problems (cuts/bruises and burns)), which were not found in the control group children.
- ▣ The ratios of musculo-skeletal disorder like cumulative trauma disorders, low back pain and pain neck and shoulder were high in the working than the control group, these ratios further increased in the adults.
- ▣ Some working children (8.3%) and adults (9.5%) showed symptoms of dehydration caused by excessive water loss due to high heat in the processes they were involved coupled with insufficient fluid intake.
- ▣ A sizeable number of working children (11.9%) and adults (19.0%) showed symptoms of neuro-behavioural problems probably caused by exposure to organic solvents and chemicals specially in printing and spray related tasks.

Risk reduction in Glass bangles industry



What are the OSH professionals doing

- Recent meeting of 47 experts from all over the world in Pune India held by ILO-IPEC
- Several countries shared their work and experiences
- A number of similarities observed in the OSH problems faced by young workers in many countries.
- Strategies for mainstreaming safe youth employment proposed.

Future strategies for promoting safe youth employment

- Link between elimination of child labour and safe youth employment should be recognized
- Ambiguities on the employment of 14-17 year old workers on safe jobs should be removed.
- Supply chain industries and social auditors have to be made aware of the special needs of young workers.

Future strategies for promoting safe youth employment

- Networking amongst the professionals needed– already an IPEC web portal launched.
- Standardized research criteria needs to be established for establishing and tracking the hazards faced by young workers.
- Training and awareness materials on safe youth employment to be developed

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- OSH should be integral part of the youth skill learning (formal and informal)
 - Research on safe youth employment should be promoted by mainstream OSH research bodies and journals
 - Employers Codes of Conduct to be developed and promoted.

Thank you
