

# FAIRTRADE CHILD LABOUR PUZZLE GUIDELINE

This tool is presented as a puzzle consisting of five comic based stories, printed on cardboard cut into various pieces of different shapes that have to be fitted together. This puzzle describes five stories addressing the following concepts:

- The definition of child labour as defined by the International Labour Organisation (ILO) Convention No. 138 on the Minimum Age for admission to employment, and Convention No. 182 on the Worst Forms of Child Labour.
- The type and conditions of permissible work that children between 15 and 18 years old can carry out.
- Community monitoring systems as key for the identification of potential risks of child labour.
- Recordkeeping as a way to monitor changes and potential risks in the membership of producer organisations.
- The role of Fairtrade producers in the prevention and mitigation of child labour situations in their communities.

## HOW TO PLAY

5 people can play per group. Players must interpret each strip and narrate the story they see in each illustration. Stories can be based on the players' daily lives or can be entirely fictional.

## USE

The child labour puzzle can be used to introduce the key concepts for the definition and understanding of child labour from a rights-based approach, and to initiate conversation about potential risks in producer communities. The puzzle should be solved in strips starting from the top, allowing gradual analysis through group discussion.



## GUIDANCE

This strip highlights two important elements for the identification of child labour situations: the duration and the type of work performed. The illustrations should be used to talk about the main ILO conventions under which the Fairtrade Standards related to child labour are framed. They should be the starting point for conversations around risky circumstances endemic to the geographical area or crop relevant to the user.

The first set of illustrations describes daily activities that are considered appropriate for a child, emphasising school, rest, play and mealtime.

The second set of illustrations describes a situation in which a child is subjected to forced and hazardous labour. The figure of the trafficker (the man by the river) is introduced here as the person who retains the child against her will.

The last set of illustrations presents a situation where the child is allowed to do light work in and out of the household and under adult supervision, while attending school and resting properly. This introduces the type of work that children under fifteen years old can perform.

## FAIRTRADE STANDARD

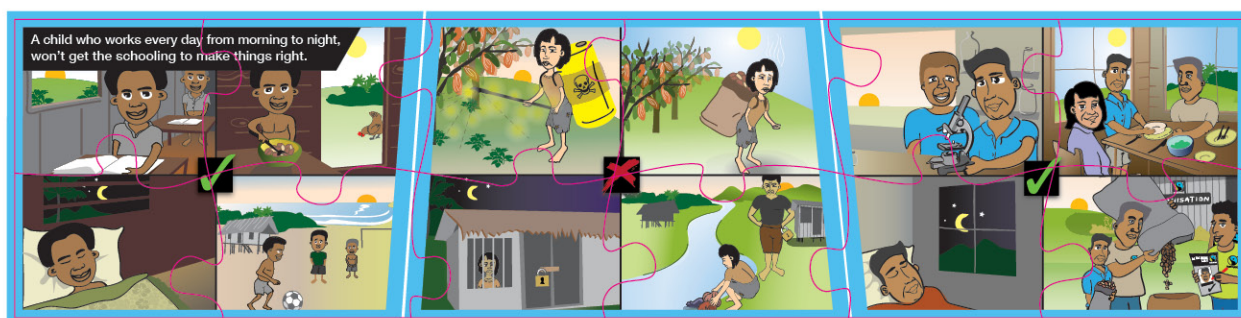
### INTENT AND SCOPE

This section intends to prevent labour that is damaging to children based on ILO Convention 182 on the Worst Forms of Child Labour addressing “work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children”. On ILO Convention 138 on Minimum Age: “The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.”

### YEAR 0 CORE

You and the members of your organization must not employ children below the age of 15 or under the age defined by local law, whichever is higher.

You and the members of your organisation must not directly or indirectly submit workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.



## GUIDANCE

The second strip refers to hazardous labour and unacceptable work for children. This strip can be used to emphasise or introduce ILO Convention 182 (Worst forms of child labour).

The first three illustrations tell the story of a child who works all day in the sugar cane field with sharp tools and heavy loads - jobs that are classified as hazardous by the ILO. The last two illustrations suggest that the child then falls into worse forms of child labour, situations that will compromise his wellbeing and future. By showing a number of children in the same situation, the strip implies that this issue can affect many members of the community.

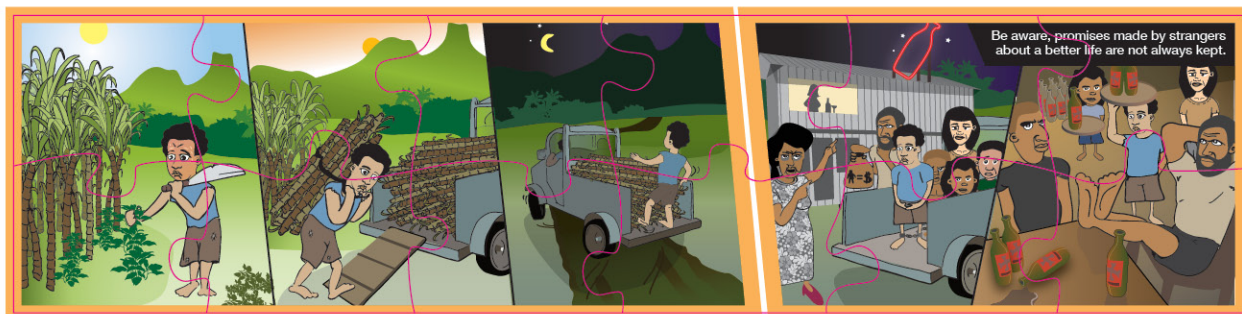
This strip can introduce a conversation around the worst forms of labour, which can involve slave-like practices, recruitment into armed conflict, sex work and/or illicit activities, all of which could be referred to using the last two illustrations in the strip.

It can also initiate a discussion about the most dangerous tasks related to the relevant crop, as well as the most common illicit activities in the region; it can also aim to prepare participants to conduct gap assessments and set up child-inclusive community-based monitoring systems.

## FAIRTRADE STANDARD

### YEAR 1 CORE

If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, you must ensure that those children do not enter or are at risk of entering into even worse forms of labour including hazardous agricultural work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes, illicit activities and/or working long hours in domestic labour.



## GUIDANCE

This third strip refers to the work that can be carried out by children below the age of 18. Children can participate in non-hazardous activities that contribute to the inter-generational transfer of skills and to children's food security.

The strip presents the story of three children between the ages of 13 and 17, carrying out light work. In the first set of illustrations a Fairtrade certified farmer is teaching his son about traceability, while the son supports his father labelling the sacks of the family's produce. In the second set of illustrations, a grandmother teaches her grandson about composting and soil fertility, and in the final set of illustrations, a young girl participates in a reading exercise at the local school.

This strip can be used to distinguish between light work that is not dangerous for children, and child labour or hazardous labour. The first is work performed under training or adult supervision and in a safe environment; and the second is work that interferes with compulsory schooling and threatens health and wellbeing - this is based on working hours, conditions of work, age, activities and hazards involved.

## FAIRTRADE STANDARD

### YEAR 0 CORE

Your members' children below 15 years of age are allowed to help your members on their farms under strict conditions: you must make sure that they only work after school or during holidays, the work they do is appropriate for their age, they do not work long hours and/or under dangerous or exploitative conditions, and their parents supervise and guide them.

You and the members of your organisation must not submit workers less than 18 years of age to any type of work which, by its nature or the circumstances under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.



## GUIDANCE

This strip brings attention to the importance of child-inclusive community-based monitoring systems and self assessment as efficient instruments for the identification of risks of child labour situations. The illustration also points out that children must be part of community assessments or monitoring systems.

In the strip, a Fairtrade producer organisation is identifying and documenting circumstances which can lead to child labour. In the first bubble is a group of orphaned brothers who could be forced to take up employment or unsupervised work in order to generate income; in the second bubble is a trafficker, convincing children to leave school to work in an unknown occupation; and in the third bubble, the school is too far away from the community and does not present a safe environment for children. The bubble on the far right highlights that it is useful for producer organisations to keep records of their members, so they can keep track of their ages and the type of work appropriate for each.

This strip can be used to highlight and introduce child labour standards for Year 1 and Year 3, where producer organisations are requested to have and implement policies and strategies for the identification and mitigation of child labour within their communities and organisations. These illustrations can also initiate conversation about the type of risks present in the community, and can be a starting point for community mapping exercises and discussions.

## FAIRTRADE STANDARD

### YEAR 3 DEV

If you have identified child labour as a risk in your organisation, you and the members of your organisation must implement relevant procedures to prevent children below the age of 15 from being employed for any work and children below the age of 18 from being employed in dangerous and exploitative work.



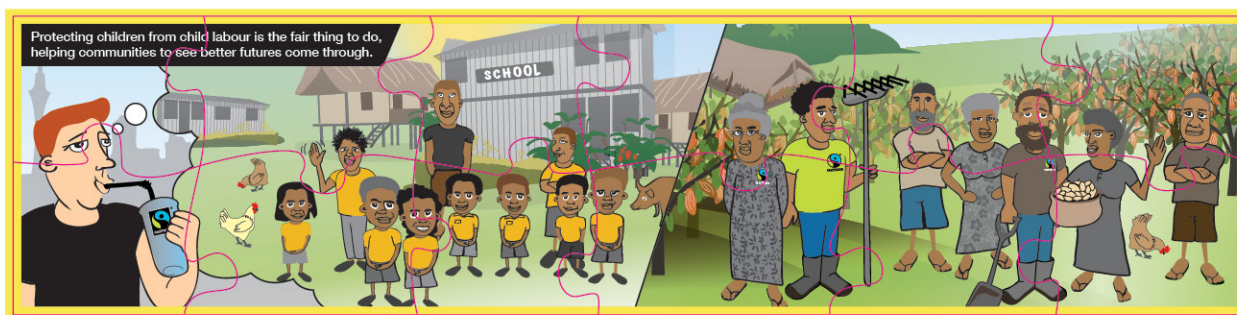
## GUIDANCE

The last strip represents the relationship between Fairtrade producer organisations and Fairtrade consumers.

The illustration shows a consumer thinking about a community where children are supported to go to school, and adults are responsible for carrying out agricultural work in a safe environment.

This story can be used to highlight the relationship that Fairtrade facilitates between the members of supply chains. Fairtrade is a certification system that encourages the eradication of poverty through access to the international Fairtrade market.

## FAIRTRADE STANDARD



# ACTIVITY GUIDELINE

**METHOD:** Group discussion, presentation, community mapping

**MEDIA:** Fairtrade ANZ's Child Labour Puzzle, PowerPoint presentation on Child Labour Conventions and Fairtrade Standards, butcher paper and markers

**DURATION:** 180 mins

## PROCEEDING:

Introduce the activity aimed to raise awareness about child protection among producer organisations. Make reference to the child labour requirements included in the Production chapter of the Fairtrade Standards for both Small Producer Organisations and Contract Production.

Ask participants to break into groups of five and choose a spokesperson who will present the group's main ideas. Distribute the twelve puzzle pieces that make up Strip 1 to each group, asking participants to solve the puzzle and identify any situation they suspect to be child labour. After 15 minutes of discussion, the spokespeople should present the outcome of their group's discussion.

Summarise the main points using Slides 1-4 of the **PowerPoint presentation on Child Labour Conventions and Fairtrade Standards**, presenting ILO Conventions No.138 and No.182. Connect the ILO conventions to Fairtrade's rights-based approach to child labour.

Distribute Strip 2 to each group. Ask participants to make up (written or orally) a short story around the illustrations given; participants should be encouraged to build a fictitious background for the main characters, to describe a situation where characters interact, and to present an ending for the story.

Next, ask participants to share some of the jobs related to their crop which they consider to be dangerous. This should lead to a discussion around why these jobs are not suitable for children. After 15 minutes of discussion, invite a person from each group to present the group's story.

To summarise, outline the main points presented and talk about ILO Conventions 182 and 190 using Slides 5-6 about the type and conditions of permissible work that 15-17 year olds can carry out.

Distribute Strip 3 to each group. Ask participants to identify the type of work that characters are performing and try to identify the age of the main characters. Ask participants to identify the type of work that they consider appropriate for children under the age of 15, both related or not related to agriculture.

After 15 minutes of discussion, invite a person from each group to present the group's opinions. After these presentations, summarise the main points presented and discuss Fairtrade Standards using Slide 7.

Distribute Strip 4 to each group. Ask participants to identify the most important message of this strip. After 5 minutes of discussion, invite a person from each group to present. Summarise the main points presented using Slide 8.

To close this activity, show Slide 9 and ask participants about the meaning of the illustration, bringing attention to the relationship between Fairtrade certified communities and the ethical consumer.

## SUPPORT DOCUMENTS AND WORKSHEETS

- Powerpoint presentation on Child Labour conventions and Fairtrade Standards

# FAIRTRADE CHILD LABOUR (BOYS) MAZE GUIDELINE

This material focuses on child labour scenarios for boys. The ten illustrations that comprise the tool are displayed in a maze-like format, a complex branching route through which the solver finds three kinds of short stories: one presenting a child labour situation, in which the route ends or leads to another form of child labour; another type describing a safe situation which leads to a series of ideal conditions for the achievement of a better future, represented by secure employment, higher education or schooling later in life; and a third type in which the child encounters both child labour and safe situations.

## HOW TO PLAY

2 people can play. To solve the maze, the players must find 3 different paths to move from the starting step to the final step, using only open branches.

## USE

This tool should be used during introductory training sessions about the Fairtrade system, its basic requirements and benefits. The illustrations in the poster should be utilised to start conversations around the Fairtrade system and raise awareness on its standards. Trainers must give producers or attendees the opportunity to lead the conversation and focus only on connecting the discussion to the specific concepts outlined in this guidance document.

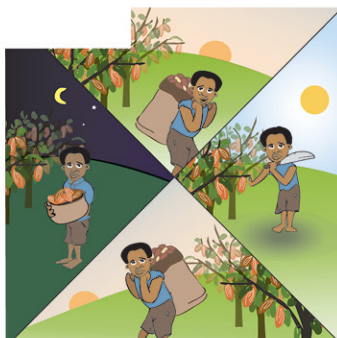


## ILLUSTRATION

## GUIDANCE

## FAIRTRADE STANDARD

STORY  
01



This illustration represents a child who works all day in the field and has no time for school or play. In this case the maze's route ends, implying that the child doesn't have many opportunities for building a better future.

### YEAR 0 CORE

You and the members of your organization must not directly or indirectly employ children below the age of 15.

You and the members of your organisation **must not** directly or indirectly submit workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.

STORY  
02



This illustration indicates that this child is attending school as part of his normal activities. As this illustration is located near the starting point of the maze, the user can take any of the available routes to solve the game; hence the child's day can become a sequence of child labour and hazardous jobs, or a series of optimal circumstances for his development.

STORY  
03



This illustration shows a child enjoying leisure time with peers as part of his or her upbringing. The situation offers two routes out: one that leads to a form of child labour, and another that leads to supervised safe work. The story will take a different direction depending on the choice made by the user at this point of the maze.

STORY  
04



A child labour situation is presented here as a child carrying a heavy load. This illustration offers only one route out, which leads to a worse form of child labour in which the route ends badly.

### YEAR 0 CORE

You and the members of your organisation **must not** directly or indirectly submit workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.

### YEAR 3 DEV

If you have identified child labour as a risk in your organisation you and the members of your organisation **must implement** relevant procedures to prevent children below the age of 15 from being employed for any work and children below the age of 18 from being employed in dangerous and exploitative work.

## ILLUSTRATION

## GUIDANCE

## FAIRTRADE STANDARD

STORY  
05



This illustration presents a good circumstance for the child as he is working in the field supervised by his parents and is not performing a hazardous job. This illustration is located near the end of the maze, as a gateway which suggests that this is an ideal situation that bringing opportunities and options to young people.

### YEAR 0 CORE

Your members' children below 15 years of age are allowed to help your members on their farms or indirectly support members' farms under strict conditions: you **must make sure** that they only work after school or during holidays, the work they do is appropriate for their age, they do not work long hours and/or under dangerous or exploitative conditions, and their parents supervise and guide them.

STORY  
06



This illustration suggests a situation of unacceptable work for children as the characters are heading towards a bar in the middle of the night. The illustration also marks the end of this route, suggesting that the child's future will be compromised by these circumstances. The illustration also suggests that other children are in the same situation, bringing attention to endemic issues around child protection.

### YEAR 1 CORE

If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, **you must ensure** that those children do not enter or are at risk of entering into even worse forms of labour including hazardous work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes and/or illicit activities.

STORY  
07



This illustration refers to hazardous work as the child is obligated to climb up a coconut tree, a situation that can be physically harmful. Here the user is offered a way out that leads to a supervised job in the family farm, to transmit idea that children can overcome child labour and take control of their life and future.

### YEAR 0 CORE

You and the members of your organisation **must not** directly or indirectly submit workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.

STORY  
08

## ILLUSTRATION



## GUIDANCE

The boy featured in this illustration is being exposed to chemicals; he is not only spraying a dangerous substance with no protective gear, but also carrying a heavy load. Here, the user has two options for changing the route: one leads to a supervised job in the family farm, and the other to a hazardous labour situation which can negatively impact the child's future. The story will take a different direction depending on the choice made by the user at this point of the maze.

## FAIRTRADE STANDARD

### YEAR 0 CORE

You and the members of your organisation **must not** directly or indirectly submit workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.

### YEAR 1 CORE

If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, **you must ensure** that those children do not enter or are at risk of entering into even worse forms of labour including hazardous work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes and/or illicit activities.

STORY  
09



This illustration presents a child studying after school as a reminder of the time that children need to devote to education. To solve the maze, the user can take one of two options: one leads to supervised work and the other to child labour circumstances. Each option will bring the user to different endings.

STORY  
10



This illustration represents the end of the maze and the idea that children who have access to education, family support and leisure time will have more options in the future, whether they want to continue to work in agriculture or have a different occupation such as a doctor or a politician.

# ACTIVITY GUIDELINE

**METHOD:** Group work and discussion

**MEDIA:** Fairtrade Child Protection maze for boys,  
pencils and markers

**DURATION:** 120 mins

## PROCEEDING:

Introduce the activity aimed at raising awareness about child protection among producer organisations. Make a quick reference to the child labour requirements included in the Production chapter of the Fairtrade standards for Small Producer Organisations and Contract Production.

Ask participants to break into groups of two.

Distribute to every group one copy of the maze (alternating the maze for boys and girls), a pencil and 3 markers of different colours.

Ask participants to solve the maze finding at least three different paths to reach the end, using the three markers provided. Encourage participants to discuss each illustration as they progress through the maze, and whether there were potentials for child labour in each and why/why not.

After the exercise, invite the groups to present the three paths, explaining what was happening in the illustrations encountered in each path.

After the final presentation, initiate a wrap up discussion about how to identify risks in their own community, or about what sort of common activities children carry out at home or in the field that can put them at risk. The trainer can also open the floor up for questions.



# FAIRTRADE CHILD LABOUR (GIRLS) MAZE GUIDELINE

This material focuses on child labour scenarios for girls. The ten illustrations that comprise the tool are displayed in a maze-like format, a complex branching route through which the solver finds three kinds of short stories: one presents a child labour situation, in which the route ends or leads to another form of child labour; another type describes a safe situation which leads to a series of ideal conditions for the achievement of a better future, represented by secure employment, higher education or schooling later in life; and a third type in which the child encounters both child labour and safe situations.

## HOW TO PLAY

2 people can play. To solve the maze, the players must find 3 different paths to move from the starting step to the final step, using only open branches.

## USE

This material can be used to start a conversation about suitable daily activities for children, both on the farm and in other areas of their lives, to introduce the subject of hazardous labour, to identify risks of child labour in producers area, and to introduce Year 0 and 1 Fairtrade standards in both the Fairtrade Standards for Small Producer Organisations and for Contract Production.

The user can solve the maze by choosing one or more routes to reach the finish line. The game offers routes that end suddenly without reaching the final destination, and routes that lead to the final destination after going through child labour situations and/or safe activities for children. The user must be encouraged to discuss and analyse the different situations featured in the maze and to create stories around chosen routes.



## ILLUSTRATION

## GUIDANCE

## FAIRTRADE STANDARD

STORY  
01



This illustration represents a child that works all day in the field and has no time for schooling or playing. In this case the maze's route ends, implying that the child does not have many opportunities for building a better future.

### YEAR 0 CORE

You and the members of your organisation **must not directly or indirectly** employ children below the age of 15.

You and the members of your organisation **must not directly or indirectly** submit workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.

STORY  
02



The illustration indicates that this child is attending school as part of her normal activities. As this illustration is located near the starting point of the maze, from here the user can take any of the available routes to solve the game; hence the child's day can become a sequence of child labour and hazardous jobs or a series of optimal circumstances for her development.

STORY  
03



This illustration shows a child who enjoys leisure time with peers as part of his or her upbringing. This illustration leads directly to the end of the maze, suggesting that these activities are an important part of the process of building a better future.

STORY  
04



A child labour situation is presented here, as the child is carrying a heavy load. This illustration offers only one route out which leads to a school; this is to highlight that children can overcome child labour and retake control of their life and future.

### YEAR 0 CORE

You and the members of your organisation **must not** directly or indirectly submit workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance.

### YEAR 3 DEV

If you have identified child labour as a risk in your organisation you and the members of your organisation **must implement** relevant procedures to prevent children below the age of 15 from being employed for any work and children below the age of 18 from being employed in dangerous and exploitative work.

## ILLUSTRATION

## GUIDANCE

## FAIRTRADE STANDARD

STORY  
05



This illustration presents a child being taught shop keeping skills by a family member. This highlights the importance of trans-generational knowledge. As the child is working under supervision and is not performing a hazardous job, this represents a positive environment. This illustration is located near the end of the maze suggesting that this is an ideal condition that brings opportunities and options to young people.

### YEAR 0 CORE

Your members' children below 15 years of age are allowed to help your members on their farms or indirectly support members' farms under strict conditions: you **must make sure** that they only work after school or during holidays, the work they do is appropriate for their age, they do not work long hours and/or under dangerous or exploitative conditions, and their parents supervise and guide them.

STORY  
06

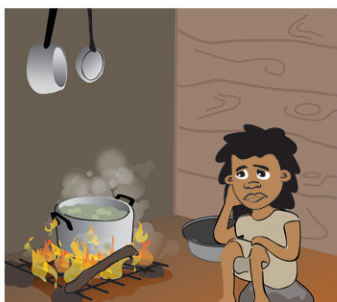


This illustration suggests a situation of unacceptable work for children, as the character is performing more domestic work than she should be responsible for and she is without the supervision of an adult. The illustration also suggests that other children are being neglected, bringing attention to endemic issues around child protection.

### YEAR 1 CORE

If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, **you must ensure** that those children do not enter or are at risk of entering into even worse forms of labour including hazardous work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes and/or illicit activities.

STORY  
07



This illustration refers to hazardous work, as the child is obligated to cook unsupervised, a situation that can be physically harmful. From here the user will reach an illustration presenting a child carrying out a supervised job in the house. This is to suggest that children can overcome child labour and take control of their life and future with the help of their parents or other members of the community.

### YEAR 0 CORE

You and the members of your organisation **must not directly or indirectly submit** workers less than 18 years of age to any type of work which, by its nature or the circumstance under which it is carried out, is likely to jeopardize their health, safety or morals and their school attendance

### YEAR 1 CORE

If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, **you must ensure** that those children do not enter or are at risk of entering into even worse forms of labour including hazardous work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes and/or illicit activities.

## ILLUSTRATION

## GUIDANCE

## FAIRTRADE STANDARD

STORY  
08



The girl featured in this illustration is helping with domestic work, which in this case is a positive situation as the girl is being supervised by a family member and is doing the appropriate amount of work for her age. From this illustration the user has the option to choose from a variety of paths that lead to the positive development of the child which in time lead to the end of the maze.

STORY  
09



The illustration presents a child eating a meal, as a reminder of food security as a basic element of children's wellbeing. To solve the maze, the user can take one of two options: one that leads to school and the other that leads to child labour circumstances. Each option will bring the user to different endings.

STORY  
10



This illustration represents the end of the maze and the idea that children who have access to education and leisure time will have more options in the future, whether they want to continue working in agriculture or have a different occupation.

# ACTIVITY GUIDELINE

**METHOD:** Group work and discussion.

**MEDIA:** Fairtrade Child Protection maze for girls, pencils and markers.

**DURATION:** 120 mins

## PROCEEDING:

Introduce the activity aimed at raising awareness about child protection among producer organisations. Make a quick reference to the child labour requirements included in the Production chapter of the Fairtrade standards for Small Producer Organisations and Contract Production.

Ask participants to break into groups of two.

Distribute to every group one copy of the maze (alternating the maze for boys and girls), a pencil and 3 markers of different colours.

Ask participants to solve the maze finding at least three different paths to reach the end, using the three markers provided. Encourage participants to discuss each illustration as they progress through the maze, and whether there were potentials for child labour in each and why/why not.

After the exercise, invite the groups to present the three paths, explaining what was happening in the illustrations encountered in each path.

After the final presentation, initiate a wrap up discussion about how to identify risks in their own community, or about what sort of common activities children carry out at home or in the field that can put them at risk. The trainer can also open the floor for questions.

