



International
Labour
Organization



ILO BETTER FACTORIES CAMBODIA

Child Labour Guidance

Methods to Prevent Child Labour at Your Workplace

This Child Labour Guidance describes some practical approaches to preventing the employment of child labourers in Cambodian factories. It guides HR managers and other managers involved in recruitment on how to avoid hiring child labourers.

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1. PURPOSE OF THIS GUIDANCE

The purpose of this document and the accompanying training session is to assist factory staff who are directly involved in recruiting new workers to better prevent the recruitment of child labour. This document provides practical suggestions that can be implemented immediately.

2. INTRODUCTION AND BACKGROUND

Although Cambodia has ratified the ILO Minimum Age Convention, 1973 (C138) and the Worst Forms of Child Labour Convention, 1999 (C182), committed to the Millennium Development Goals addressing child health, and issued laws and regulations regarding child labour, it still remains a significant social issue. Child labour presents a major obstacle to poverty reduction and limits the country's social and economic growth, since it not only affects the individual wellbeing of children, but also forces them out of school where they could acquire the knowledge and skills required to drive the development of the country.

The garment industry employs around 350,000 workers in export garment factories in Cambodia. Exporting factories often require workers to be at least 18 years of age upon hiring. However, child labourers and young workers still may be found in these factories as well as in factories working on a subcontracting basis, or producing for the local market. In 2011, Better Factories Cambodia (BFC), a project which aims to improve working conditions in the Cambodian export garment industry, noted an increase in child labour. Between May and December 2011, child labourers were confirmed in 14 out of 18 factories that were investigated.

This guidance has been developed in order to assist the industry to prevent the hiring of child labourers.

3. IMPACTS OF CHILD LABOUR

Due to poverty, lack of education and other factors, families (and children themselves) use various means in order to secure work and generate income. One challenge faced by the garment and footwear industries is that children may hide their real age by submitting fake documents during recruitment. In addition, factories may not carry out sufficiently thorough recruitment processes. The result can be that child labourers are employed, sometimes even unknowingly.

The impacts of employing child labourers include:

- **Impact on the workers themselves:** children and young workers need to quit school (or training programs) in order to work full time in factories. It is unlikely that a physician will have determined whether the work may affect the health or mental and physical development of the child. In addition, children are likely not aware of the risks associated with their work and they are therefore more exposed to work related accidents. Finally, child labourers are more likely to become under-educated and illiterate adults, whose opportunities for decent work are greatly reduced.
- **Impact on the factories:** if child labourers are found in factories, those establishments face a reputational risk, and they may experience reduced orders from buyers. Significantly reduced orders may result in lay-offs, harming workers as well as factory owners.
- **Impact on the buyers:** similar to the factory, buyers also may experience harm to their reputation and their business.
- **Impact on the society:** having children at work does not help the children themselves, or their families to escape the cycle of poverty. On the contrary, child labour feeds a vicious cycle of poverty within households and more broadly across society as a whole. This results in the loss of human capital that is critical to the future development of the country. Moreover, child labourers, like their parents, likely will be unable to support their children's education and will need to send their own children to work, repeating the cycle of child labour and poverty.¹
- **Impact on the economy:** child labour is economically inefficient for several reasons, including: i) it reduces adult employment and bargaining power, as a vast number of working children reduces the ability of adults to bargain for fair wages;² and ii) child labourers tend to earn less than adults (either because they are paid less or because they are unable to work as much as adults), so they generate less income than the adults they may be displacing.
- **Impact on the government:** Child labour also slows down a country's development and can give a country a bad image in the eyes of other nations, consumers (including tourists), buyers, and international organizations.

¹ ILO Magazine, World of Work, No. 22, December 1997, pg. 24.

² http://www.knowchildlabor.org/child_labor/consequences_of_child_labor.php [18/01/2012]

4. DEFINITION AND LEGAL REQUIREMENTS

Child labour refers to work that is mentally, physically, socially or morally dangerous and harmful to children.³

In Cambodia it refers to children who are under the minimum age for employment set at 15 years old (Cambodian Labour Law).

The Cambodian Labour Law (art. 177) sets the minimum age for employment at 15 years and a minimum age of 18 years for conducting hazardous work.

In addition, the Cambodian Labour Law and Ministerial regulations provide:

- Employers must obtain a letter of consent from the parents or guardians of workers who are under 18 years old. (Article 181)
- Employers must keep a register of all workers under age 18 that includes their dates of birth, and must submit this to the Labour Inspector. (Article 179)
- Young workers (15-18 years old) are not permitted to perform overtime or night work. (Articles 175, 176 and Prakas 144/02)

5. AVOIDING CHILD LABOUR THROUGH TRANSPARENT RECRUITMENT PROCESSES

As noted above, one challenge facing employers is document falsification by workers who submit job applications. However, an effective and transparent recruitment process can help to overcome this challenge. The department in charge of recruitment, usually the human resources department (HR), needs to have a full authorization from management to make decisions concerning the hiring of new workers. In some cases, production managers are allowed to recruit new workers directly outside the factory gate. This process can make the factory highly vulnerable to recruiting child labourers. To avoid this, the recruitment process should be handled by the HR department during all phases of hiring: pre-recruitment, during recruitment, and post-recruitment. Below is a suggested transparent recruitment process that factories can consider adopting and implementing.

³ ILO. "Better Work." *Guidance Sheet on Child labour*. 2009. URL: www.betterwork.org

5.1 PRE-RECRUITMENT

The following flow chart describes a process that is recommended prior to recruitment:



1. When additional workers are required, production managers fill out a “*New Workers Request Form*” and submit it to factory managers.
2. After receiving the request, the factory managers review and approve the form and forward it to HR department.
3. The HR department prepares a job announcement for posting on the factory’s information board, at the front gate of the factory, or for advertising through the media if necessary. The announcement should clearly indicate:
 - The number of workers required
 - Required skills or employment certificates
 - The types of work available
 - Requirement to provide at least 2 original reliable documents in order to be considered for the post
 - A “No Bribery” statement (e.g., stating that no fees should be paid in order to get the job)
 - A “Non-discrimination” statement
 - A statement on falsified documentation
 - Contact information that applicants can refer to
 - The deadline for application

Below are some examples of statements on falsified documentation and non-discrimination:

Statement on non-discrimination

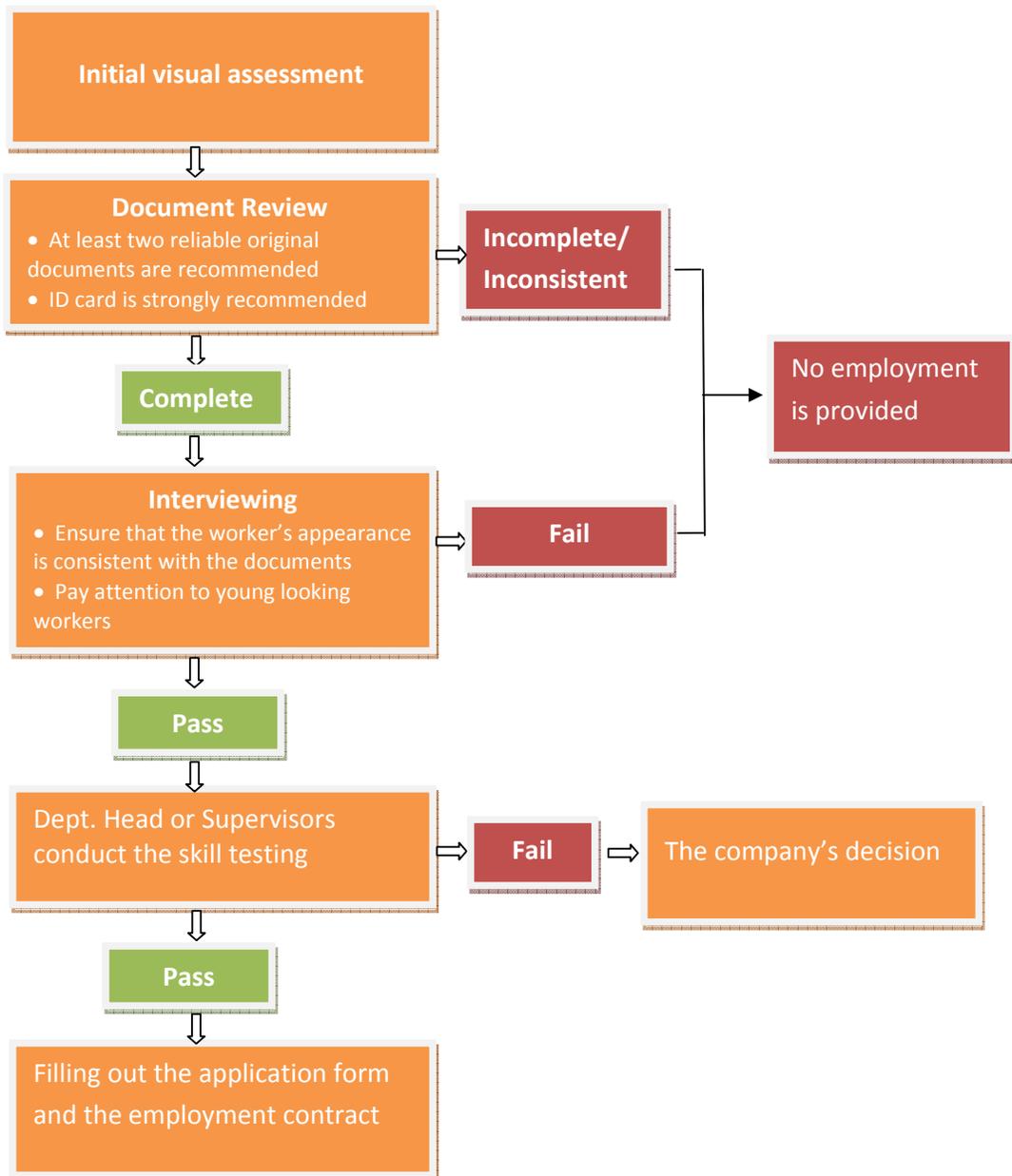
We are strongly committed to ensuring that all workers are hired and treated fairly regardless of their age, sex, marital status, colour, race, religion, beliefs, social origin, political tendency, and sexual orientation, or other non-job related characteristics. Skills, experience, and ability to perform the job are paramount in selecting new workers.

Statement on falsified documentation

If the factory management identifies workers who submit falsified documents, or who submit documents that are not theirs, the worker is subject to termination.

5.2 DURING RECRUITMENT

The following flow chart describes a process that is recommended during recruitment:



The **main steps** in the process shown above are **age verification** and **skill testing**. The whole process will start with:

5.2.1 INITIAL VISUAL ASSESSMENT:

HR officers and/or the recruiting panel should give preference to job seekers with mature appearance.

5.2.2 DOCUMENT REVIEW

Since child labour may arise due to falsification of records or the applicant's use of documentation from siblings or relatives, cross checking and verifying the documents is a crucial process for HR officers.

Employers should require job seekers to bring their original documents, including at least two reliable documents that are recommended for age verification (see list below). A citizen ID card (photo ID) is strongly recommended. Once the documents are submitted, determine the next steps based on the document review:

- Complete, reliable documents: if applicants can provide all required documents, they may be called for interview. The documents should not appear to have been altered, and the applicant's appearance should be consistent with the information contained in the documents. The documents should be consistent with each other.
- Incomplete, unreliable or inconsistent documents: if applicants are not able to provide sufficient documents, if the documents appear to have been altered, if the documents are inconsistent with each other or they are inconsistent with the applicant's appearance, the applicant should be informed and should not be offered employment in the factory.

Job applicants typically submit the following types of identification: Family Record Book, Carnet de Residence, Khmer Citizen Identification Card, Residential Certificate, Receipt of Voter Registration, and Birth Certificate.

According to the Notice #11 MOSALVY dated 9 July 2003, employers and workers can use any documents among the following:

- Citizen Identification Card ()
- Birth Certificate ()
- Marriage Certificate ()
- Family Card ()
- Family Book ()
- Degree Certificate ()
- Election Card () and
- Equivalent Documents

**Remark: The documents should be free of editing, erasing, and overwriting.
The residential certificate is not recommended for age verification.**

While the ministerial regulation requires only one age-verifying document, it is strongly recommended to obtain at least two documents (citizen ID card (photo ID), plus one of family book, residence book, school ID, or voter receipt to reduce the chance of age falsification.

5.2.3 COMMON IRREGULARITIES IN DOCUMENTATION

Even when applicants provide sufficient documents, HR officers still need to look carefully for possible irregularities. It is important to pay close attention to the following:

- Workers may try to use someone else's documents. Pay close attention to the photo on the documents to ensure that it corresponds to the applicant. Applicants always should be asked to bring original documents during recruitment. The original documents should be checked to ensure they are reliable, consistent, they have not been altered, and they correspond to the worker's appearance. Copies should be kept on file. (Workers should hold their original documents)
- There may be changes, erasures, or cross-outs of the year of birth in the documents, particularly for the family book, residence book, voter card, or receipt of voter registration. If documents have been altered, this is an indication that the worker may be younger than the age shown in the documents.
- When the average birth rate of the family is small (normally one child per year or 2 children in three years) and the age gap between the worker and her/his immediate younger sibling is big, the likelihood that the year was changed is high. Also if the worker's immediate younger sibling is younger than 15 years, the likelihood that the worker is under age is high. So this point needs to be further clarified during the worker interview.
- When there is a big gap in the birth rate shown in the family records, look for potential document falsification. This point needs to be further clarified during the worker interview
- Applicants may use a relative or older sibling's name instead of their own. Young looking workers seeking employment commonly use this approach.
- Compare the parents' age with the applicant's age. In some cases, it may appear that the mother is only 9 or 10 years older than her children, which generally is not possible. However, small differences in age may arise in cases of adopted or step children so further investigation is required.
- The date on the document is very recent, for example, a birth certificate for an 18-year-old issued within the previous several months. This is a warning sign.

Be diligent and very careful in cases where workers appear younger than the age indicated in their documents.

5.2.4 INTERVIEWING

Documentation alone cannot provide absolute proof of age; it is important to pay attention to the applicants' appearance during the interview. The interviewing process can be divided into two parts, the first is age verification and the second is KSA (knowledge, skills & attitude) checking. If you are confident that the applicants meet the minimum age requirement, the first part of the interview can be skipped. However, if their documents still look suspicious, the first part of the interview is very crucial.

Useful interviewing guidance

After reviewing applicants' documents, those documents should be used during the interview for further checking and verification. Relying on interview questionnaires alone is not sufficient. Some soft skills are helpful in the introductory stage:

- Express your warm welcome to interviewees and create a positive and comfortable environment;
- Use simple language that fits workers' education;
- Maintain eye contact and positive facial expressions;
- Do not rush to get the answer on workers' age;
- Do not treat workers as victims or as if they are guilty;
- Use good listening skills to verify consistency and cross check the information during the interview;
- Be flexible when asking questions; Do not always follow a questionnaire.

The interview should include questions to get the information needed for age verification.

- Worker's background (province, age based on calendar and lunar year comparing the two, previous job, residence/rented house, accompanying siblings, knowledge about the job and city);
- Worker's education (school name, grade, starting year, finishing year/drop out, diplomas or certificates achieved);
- Worker's parents (names, ages, home address, jobs, relationship status);
- Worker's siblings (brothers and sisters, comparing their age range).

Double checking all the applicant's documents and looking out for areas of irregularity will enable you to make a sound determination on the applicant's age. Please refer to the detailed interview questionnaire in annex.

- **Passing the interview:** if the interview shows that applicants meet the minimum age requirement and they are suitable for the job, HR will need to put them through a skill test which will be done by production officers who have requested the workers.
- **Failing the interview:** if the interview reveals that applicants may be below minimum age or they are not suitable for the job, employment should not be offered.

Skill testing

- **Passing the skill test:** if applicants pass the skill test, they may be offered the job.
- **Failing the skill test:** if applicants fail the skill test, the company can decide whether to provide alternative work for the applicants.

All applicants who are offered employment will be called in to complete application forms and sign employment contracts.

5.3 POST RECRUITMENT:

The following flow chart describes a process that is recommended after recruitment:



Post-recruitment checks can help to verify that the recruitment system is effective, transparent, and has been correctly implemented. After recruiting new workers, the HR department should provide an induction session to all workers. Furthermore, the HR department should emphasize that presenting fake documents is unacceptable and workers who do so are subject to termination.

The factory should remain vigilant to ensure that all workers are of legal working age on an on-going basis. If workers under age 18 are employed, it is also critical to ensure that the work they are performing is not hazardous, that they are not working at night, and that they are not working overtime.

If child labourers are detected, responsible HR staff and/or the manager should identify gaps and mistakes, trace them back to the recruitment process, and improve it accordingly.

6. ADDITIONAL TIPS TO AVOID HIRING CHILD LABOURERS

6.1 WORKER RETENTION

Factories with low turnover have less chance of hiring child labourers. It is common for garment factories in Cambodia to have high turnover, which can result in the recruitment of hundreds of workers each month. Frequent recruitment is costly due to recruitment process costs, as well as costs for induction and training. Here are some tips for retaining your workers.

- Know how many workers are being hired each month. Have a realistic understanding of your factory's turnover rate;
- Provide incentives to skilled and productive workers to stay at your factory;
- Reward production staff for retention of skilled and productive workers;
- Provide a safe working environment;
- Offer good working conditions;
- Create good interpersonal relations with all workers;
- Provide opportunities for career growth; motivate good workers through advancement.
- Collect feedback from union representatives and workers to identify common reasons for workers leaving the factory so you can address them.

As part of the strategy to retain workers, hire workers with disabilities. Disabled workers not only represent valuable human capital, they also tend to be highly reliable workers who can lead to a reduction in turnover.⁴ Studies by firms such as *DuPont* (1990) show that employees with disabilities perform as well as or better than non-disabled workers in terms of attendance, work safety, job performance and job retention.⁵

Moreover, the Royal Government of Cambodia has approved the Law on the Protection and the Promotion of the Rights of Persons with Disabilities (2009)⁶ and ratified the UN Convention on the Rights of Persons with Disabilities in October (2007). Enterprises now are prohibited from discriminating against persons with disabilities, and should employ them in their workplaces.⁷ Providing employment to disabled workers also has other advantages:

"It is to the employers' benefit to be open-minded when hiring new staff. The experience we have had is that the retention rate of persons with disabilities is higher than that of non-disabled employees. It is a strength for my business as it reduces the employee turnover related costs and provides opportunities for long-term staff development".

(Mr. Richard Pullen, Former Managing Director, "The Fair Manufacturing Company", Phnom Penh, Cambodia).

⁴ "Why hiring people with disabilities is good for your organization" URL: www.connect-ability.com [27/01/2012].

⁵ Information retrieved from the website of the US Department of Labour. URL: <http://www.doleta.gov/disability/htmldocs/myths.cfm> [19/01/2012]

⁶ Adopted by the National Assembly on May 29, 2009 and signed by His Majesty the King on July 3, 2009

⁷ Law on the Protection and the Promotion of the Rights of Persons with Disabilities, Arts. 33, 34. A hiring quota will be established under regulations.

- Disabled workers can contribute to the factory's productivity.⁸
- Disabled workers often contribute to increased morale and team spirit in the workplace.
- Disabled workers often have overcome many challenges and obstacles in life, so they are likely to have good problem-solving skills.
- Hiring disabled workers can help to promote the factory's public image as a socially responsible enterprise, both locally and internationally.

7. CHILD LABOUR REMEDY

The Garment Manufacturers Association in Cambodia, MoLVT, and the ILO have developed a standard approach to remediation to address confirmed cases of child labour. According to this scheme, confirmed underage workers are removed from the workplace, and enrolled in educational or vocational training courses so they can upgrade their skills and knowledge until they reach legal working age. When they turn 15, they have the option of returning to work at the same workplace if they wish. This scheme also includes a lump sum paid by the employer to cover the fees of the educational or vocational training courses, as well as the workers' lost wages (calculated based on the worker's average wages over the prior three months, and paid until the worker reaches 15 years of age).

In order to further strengthen the Child Labour Remedy and ensure adequate resources to investigate suspected cases of child labour, factory management also will be held accountable for the cost of age verification process.

Annex 10.2 outlines a sample child labour remediation agreement.

8. CURRENT CHALLENGES IN RECRUITING NEW WORKERS

During periods when the garment and footwear industries are expanding, they may face some challenges in recruiting new workers. Some are listed below:

- Enterprises are competing to get skilled as well as inexperienced workers; as a result, there is a workforce shortage. Thus, HR officers may find it difficult to recruit enough workers to meet production demands.
- Generally, the turn-over rate is quite high in the garment industry, leading to a large demand for new recruits every month.
- The high turn-over rate applies not only to production workers, but to office staff as well. New and inexperienced HR officers are often unaware of recruitment processes and best

⁸ For more information, please refer to BFC brochure on Decent Work for People with Disabilities.

practices, so they are more likely to recruit workers in ways that allow for the hiring of child labourers.

- The task of age verification is also difficult due to unreliable records, even when original documents are provided. Also there are no reliable electronic records.
- The HR Department may not be given full authorization by management to carry out their tasks.
- Low education presents a barrier for poor families. Awareness by parents of the risks and negative impacts of sending their young children to work could help in tackling this issue.
- Poverty and other factors push parents and families to send their children to work. This drives them to produce fake documents and hide a child's real age in order to secure a job.
- Workers often do not see garment and footwear industry work as long-term employment; they may seek work in these sectors primarily due to a lack of other choices.
- Factories may not have long-term investment plans in Cambodia; thus, investing in human resources is not their priority.

9. KEY QUESTIONS FOR FACTORY MANAGEMENT

Here are some questions for self-assessment:

1. Are HR officers aware of the legal requirements for child labour and young workers?
2. Does your factory have clear written recruitment procedures? Are the procedures well communicated to relevant recruitment staff? What plans are in place if the recruitment staff resigns?
3. What information do you include in your job announcements?
4. Is management outside the HR department aware of the recruitment procedure?
5. What actions have you taken to ensure that your recruitment procedure is being followed?
6. Does your recruitment staff ever detect falsified documents? If not, they may need more coaching.
7. Are you confident that your recruitment staff can detect child labourers through their interviewing skills?
8. Is the HR Department given full authorization by management to carry out their tasks? If not, your factory might be in a high risk of hiring child labour.
9. Has your factory taken measures to retain skilled and productive workers?
10. Does your factory provide incentives and benefits beyond the law?
11. What are the challenges that your factory is facing in recruiting new workers?

10. ANNEXES (ALL THE ATTACHED DOCUMENTS AND FORMS NEEDED FOR THIS TRAINING)

10.1. DOCUMENT TERMINOLOGY

Documents	In Khmer	Requirements /Comments
Citizen Identification Card	អត្តសញ្ញាណប័ណ្ណប្រជាជន	Must be 15 or over Documents to present: Family book and/or Family Record Practical case: Any one can pay for the Citizen Identification card A new document which has a digital thumbprint and photo for a person of at least 15 years has been introduced. This document is more reliable and it is recommended to ask from jobseekers.
Birth Certificate	សំបុត្រកំណើត	Made when one person is born Presenting birth certificate from Doctor/hospital or two witnesses.
Marriage Certificate	សំបុត្រអាពាហ៍ពិពាហ៍	Civil registration at Commune Offices Presenting birth certificates, Family Records or Witnesses
Family Card	ប័ណ្ណគ្រួសារ	No documents required, police makes registration at the residence or The Family Card can be made based on the old family card
Family Book	សៀវភៅគ្រួសារ	No documents required; police makes registration at the residence.
Address	អស័យដ្ឋាន	No documents required; police makes registration at the residence.
School Certificate	សញ្ញាប័ត្រ	Graduation certificates (like diploma, baccalaureates, or degrees) Vocational/ short-course certificates (usually, at least three-month course)

Election Card	ប័ណ្ណបោះឆ្នោត	<p>Article 34 of Constitution: Citizens of either sex of at least 18 years old, have the right to vote.</p> <p>Art. 54 of Law on the Election of National Assembly: Khmer citizens willing to register shall present in person at the registration stations and provide documents required by regulations and procedures.</p> <p>If a citizen provides the required documents, registration station officer shall:</p> <ul style="list-style-type: none"> - register his name in the voter list; - record his name in the voter register - issue the concerned person an election card. <p><i>Article 54 does not specify what the required documents are. The only criterion for these documents is that a person is at least 18, for instance, family card, residence certificate, family book and so on.</i></p>
Receipt of Voting Registration	បង្កាន់ដៃបញ្ជាក់ការចុះឈ្មោះបោះឆ្នោត	Must be 18 or over.
Certifying Letter on identification or/and age of voter applicant and residence in Commune/Sangkat	លិខិតធានាអះអាងពីអត្តសញ្ញាណប្រូ/និងអាយុនៃអ្នកសុំចុះឈ្មោះបោះឆ្នោត និងការបញ្ជាក់ទីលំនៅក្នុងឃុំ/សង្កាត់	<p>Must be 18 or over or</p> <p>Two witnesses</p> <p>Issued by commune chief</p>
Documents that are equivalent	ឯកសារដែលមានតំលៃស្មើ	No indication on what kind of other documents that are equivalent

10.2. SAMPLE AGREEMENT ON SETTLEMENT OF CHILD LABOUR

FOR THE SAMPLE AGREEMENT LETTER, CONSULT THE FORM BELOW.

Factory Director (full name) _____
Factory Name _____
Address _____
House # _____
Village _____
Commune/Sangkat _____
Municipalities/Provinces _____
Date

Dear Sir/Madam,

Pertaining to the standard practice of child labour settlement agreed by the representatives from the ILO Better Factories Cambodia, the Garment Manufactures Association of Cambodia (GMAC) and the Child labour Department (MoLVT), the present document intends to brief you with an overview of our agreement concerning the employment by your enterprise of **Ms./Mr.**, as follows:

1. **Ms./Mr.** (Factory ID N^o.....) will immediately cease to work at your factory;
2. The ILO-BFC will refer her/him to a suitable educational/vocational training scheme until s/he turns 15.
3. Your enterprise will pay the fees hereby attached in order to cover the expenses of the placement of this worker in an educational/vocational training course (a total of approximatelyUS\$).
4. Your enterprise will provide **Ms./Mr.**with a lump sum payment of (*in letters*) US Dollars until s/he turns 15 years on
5. Your enterprise will be held accountable for the cost of an age verification process in accordance to the number of confirmed cases of child labour.
6. The total amount of.....representing vocational training fee, average wage and the age verification fee was paid by the factory by check to the ILO's bank account.
7. The ILO-BFC staff or its appointed representative will undertake follow-up visits to verify that **Ms./Mr.** is attending the training courses which s/he has been placed in and receive the relevant payments.
8. Should **Ms./Mr.**wish so, your enterprise will offer to re-employ her/him in a non-hazardous occupation once s/he turns 15. **Ms./Mr.** can freely choose whether s/he will accept the re-employment offer or decline. Should **Ms./Mr.** does not regularly attend the training program without a legitimate reason as determined by ILO-BFC, s/he will be in breach of this agreement and there

will be no obligation on the employer to offer to re-employ her/him when s/he turns 15.

9. Your enterprise will ensure the implementation of an adequate system of age verification. In particular, the management will check original documentations of workers and keep the reliable⁹ photocopy of age verifying document(s) on file for each worker.

The ILO-BFC recommends the use of two age-verifying documents to allow for cross-checking.

Age-verifying documents include documents listed in Notice 11/03:

- Citizen Identification Card
- Birth Certificate
- Marriage Certificate
- Family Card
- Family Book
- Degree Certificate
- Election Card

A responsible officer will view the original documents and sign to this affect on the photocopy.

I would like to request you to confirm this agreement by countersigning this letter in the appropriate space below, and returning a signed copy to us.

Finally, I would like to take this opportunity to thank you for your cooperation. Should you feel the ILO-BFC could be of any assistance to you in the future, please, do not hesitate to contact us.

Yours sincerely,

.....
Chief Technical Advisor, Better Factories Cambodia

As agreed,

For General Manager _____
Factory Name _____

Cc. *Minister of Labour and Vocational Training*
Senior Minister and Minister of Commerce
President of GMAC

⁹ Reliable means that the documents do not appear to be altered in any way. It also refers to a consistency between an actual worker and his/her documents made available to BFC Monitors.

11. GLOSSARY

Child: every person below the age of eighteen years unless under the law applicable to the child, majority is attained earlier¹⁰

Child labour: often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling:

- By depriving them of the opportunity to attend school;
- By obliging them to leave school prematurely; or
- By requiring them to attempt to combine school attendance with excessively long and heavy work.¹¹

Whether a job is classified as child labour depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education.

Young Workers: workers between 15 and 18 years old.

¹⁰ Convention on the Rights of the Child (CRC) (1989), Article 1

¹¹ ILO-IPEC (2004) "Child labour: A Textbook for University Students"