

Notre Dame University

Faculty of Business Administration and Economics

LABOR YOUTH IN LEBANON:

MANAGEMENT & ANALYSIS

By

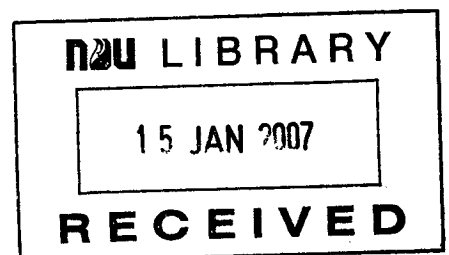
Cendrella Khoury Mjaes

A thesis submitted in partial
fulfillment of the requirements for
the degree of

Masters in Business
Administration

Human Resource Concentration

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Labor Youth In Lebanon Management & Analysis

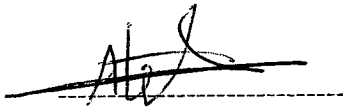
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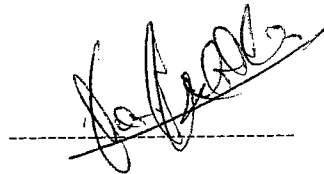
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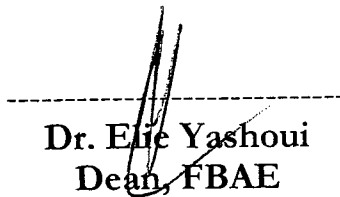
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ABSTRACT

LABOR YOUTH IN LEBANON:
MANAGEMENT & ANALYSIS

By Cendrella Khoury Mjaes

Child Labor is an economic and social phenomenon that is still present in our civilized world. Dealing with the problem has put international corporations in a tight position, where taking advantage of working children seemed as a cost saving technique to compete in the business world. The following paper demonstrates the status of working children in the different Lebanese business sectors, and mainly aims at proving that working children represent more of a cost than an asset for corporations. The paper also aims for showing that the phenomenon is damaging for both working children and for societies and businesses where it threatens the promises for a better future.

Working children's rights are violated, and the issue should not remain subject to debate. Other solutions should be present and analysis is mandatory to better understand the reasons hidden behind the malicious phenomenon. Studying the current situation and analyzing what should be done urged the presence of this paper.

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"To work is an achievement but to work surrounded with love, supported with care and sheltered with understanding is providence"

Mrs. Sue

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Chapter I

Child labor:

Introduction, Definition & Background

As the world is shifting more and more toward a global business world, so do the incentives to participate in a system which seeks profits from human capital and exploits children. Nevertheless, the ever-growing awareness of the importance of eliminating child labor can trick us into thinking that this verity is being eliminated everyday. In fact, child labor is a growing phenomenon in our century, especially with the increased competition present in the business world and the effect of globalization.

The difference between the exploitation of child labor today and in the past is the level of social awareness. The world focus has shifted and the movement to end child labor has risen to the top of the global agenda within the past decade. For many the number of children working between the ages of five and fourteen might seem insignificant and fail to have a direct effect on our daily lives. However, when finding out the actual number of children living under current forms of slavery the results can be immensely shocking.

Definition:

Child labor is defined according to the ILO as paid or unpaid work and includes "activities that are mentally, physically, socially or morally dangerous and harmful to children". According to the American heritage dictionary child labor is the full-time employment of children who are under a minimum legal age.

Employers may vary, locations may change, and job natures may alter but violating children's rights worldwide remains constant. Child labor is both the abuse and misuse of children. It has been present in most nations' history and is still conducted in our seemingly civilized world. Child Labor presents many consequences and can be disguised in many forms.

Children are being taken advantage of by receiving low wages and sometimes no wages at all. These children are put to work for long hours and are often times found working in environments that are found to be unsafe and hazardous to their health.

Hence, Children working in unsafe conditions are more likely to develop certain growth deficits and may endure permanent physical, emotional, and socially damage. Throughout times, children were forced to work for many reasons, but mostly to

survive. Children can be found working in a variety of jobs including: fields, factories, fishing, construction, weaving, mining, and selling of goods. They can also be found making things such as shoes, balls, fireworks, matches, locks, furniture, toys, and cigarettes (Parker, p. 31). The list and description of jobs that children can be found doing are long and ever changing.

Child Labor: The Early Beginnings

Before conducting the analysis on the early beginnings of child labor, a distinction has to be made between child labor and child work. Children may help around the house, run errands or help on the family farm. This may teach children to take responsibility and pride in their activities and it may prepare them for adulthood, dependent upon the social and cultural context.

Child labor does not apply to these activities, but to work situations that are detrimental to the health or education of children or just to their childhood.

According to the ILO child labor has to do with working too young, working long hours, working under strain, working on the streets, working for very little pay, working on dull repetitive

tasks, having to take too much responsibility or being subject to intimidation.

There is no universally accepted definition of "child labor". Varying definitions of the term are used by international organizations, non-governmental organizations, trade unions and other interest groups.

Most child labor in developing countries used to be agricultural, informal or domestic, not industrial. Boys more often work in agriculture as compared with girls, who more often work in the home. Girls work often is 'invisible' and less valued, even though it may be much heavier than work outside the home.

In the early beginnings of the 1800's most laborers worked at home. The family was a whole functioning unit, working for the common good of all its members. The earnings were given to the parents for distribution. Children would stay at home to help until they got married. They usually did not become contributing members until they reached the age of fourteen. Girls started somewhat earlier because they would be assisting their mothers with the domestic economy (Gaskell, 91).

With the increasing severity of the poor economical situations, and the fast emergence of the industrial age, along with the poor wages for farmers, people shifted their work habits from

farms to working with machines and in mines. Children already present in the working sector, had to follow the trend to earn their living, because poverty was striking hard and working in farms was no longer enough. In England for example, men and children working in factories could make between two to three times more than they could as farm workers.

Moreover, the absence of laws that prohibited the work of children along with the minimal levels of social awareness for the importance of education and the importance of preserving the rights of children has led to a more dramatic situation.

The abundance of workers in the market, especially during the emergence of the industrial age, has led to lower wages. Workers in general and children specifically had to compete for getting a job, because the machinery was doing most of the work.

The change from agricultural to industrial age drastically altered the social life too. Family members were no longer working together, each working in a different factory, and girls could no longer learn domestic economy because they had to work in the factories also. On top of that, infants were neglected and maltreated because parents no longer had the time to attend to their needs.

Therefore, the different socio-economical situations affected the trend for working children in the past and are currently affecting this phenomenon in our civilized world. Finding the solutions is crucial but what is more important is to study the causes behind the existence of child labor.

Chapter II

Literature Review

This chapter includes writings, research and studies conducted to analyze the existence of child Labor in our century along with a brief historical background on the subject. Moreover, the main point is to study the research done on the causes and the attributes of child labor in the world and more specifically in Lebanon. Together, the historical theories and modern approaches form a solid basis upon which to design a research study to further refine the effects of child labor in the business world.

Findings applied by the different organizations present to combat child labor, provided valuable material in studying the effects of child labor on the social, mental, physical and professional aspects of the lives of working children.

Both historic and contemporary writings are reviewed with extra attention given to those authors whose theories have gained popular acceptance or have been widely replicated.

The importance of the child labor phenomenon in everyday work and social life is manifested in the vast number of books, articles studies and other writings available today.

Research Studies:

The main sources for information were the studies conducted by The International Labor Organization, the Consultation & Research Institute and the Partners for Development – Civil Group.

The studies were valuable because they provide recent findings related to child Labor in Lebanon.

1) Child Labor In Lebanon: Present Situation & General Recommendations for a Future National Policy, Beirut, Lebanon, December 2002.

This study was conducted by the ILO and the CRI with the objective of "establishing an information database on the phenomenon of working children in Lebanon, with an overall aim of formulating a national strategy and a plan of action for eradicating child Labor." The study first reviews the socio-economical factors that are affecting child labor in Lebanon with stressing on two main causes for the phenomenon: Poverty and Education. The study also focuses on the legal laws concerning child labor along with a comparison between the existing Lebanese laws and the international established ones. Characteristic of child Labor, the most important part of the study, analyzes the different factors of the phenomenon.

Further analysis is conducted in the study highlighting the present conditions of working children in Lebanon with detailed analysis of the geographical distribution of child labor in the different areas of Lebanon. Finally, after the presentation of the main results of the study elements for a National Policy for the limitation and elimination of child labor is stated.

The study presented a valuable resource for the thesis at hand, specially with the presentation of the different statistics administered in the recent years to underline the threatening presence of the child labor on the lives of children worldwide and on the future of those families.

2) Gender, Education & child Labor in Lebanon: A concept Paper, Brumana, Lebanon, March 2004.

The report was submitted by the Partners for Development, Civil Group for the ILO. The study was divided into three parts. The first part initiates by the background for child Labor along with the different characteristics of the phenomenon. This parts nucleus part was the studies conducted on specific populations and industries in Lebanon. A final section deals

with the health effects of work on the working children, which is a vital part in the thesis on hand.

Since education is directly related to child labor, the second part of this study concentrates on the relation between education and child labor specifically in Lebanon.

This section analyses the educational system in Lebanon and the different costs and utilities for child labor along with conclusion remarks and recommendation.

The third part of this study was not directly related to the topic of the thesis, but it was helpful in presenting the relation between Gender, Education and child Labor in Lebanon, and highlighted the gender analysis and differences for working children.

3) Impact of Child Work on School Attendance and Performance: Lebanon Case study, Final Report, Beirut, Lebanon, May 2004.

The report was prepared by the CRI and is concerned with the study of the interrelation between education and work. It starts by a background for the study with brief definitions for terms and a brief representation of Children's conditions in Lebanon.

Chapter three of the report analyzes the impact of child work on Education Performance and attendance.

It demonstrates the socio-economic, educational, and demographic status of surveyed children along with the working conditions.

Internet official websites:

An internet search using the search engine, *ask.com*, yielded over 25,000,000 million references related to the subject of Child Labor. The references related either directly or indirectly to the subject on hand but the most valuable websites were the official websites that contained statistics on the subject and credible information. Three websites were of a specific importance:

1) WWW.ILO.Org/IPEC

The International Labour Organization is the UN specialized agency which seeks the promotion of social justice and internationally recognizes human and labour rights. It was founded in 1919 and is the only surviving major creation of the Treaty of Versailles which brought the League of Nations into being and it became the first specialized agency of the UN in 1946. The ILO formulates international labour standards in the

form of Conventions and Recommendations setting minimum standards of basic labour rights". The International Labor Organization's website was of main importance especially under the section IPEC: International Program on the Elimination of Child Labor, where the current situation is explained and future actions to prohibit and eliminate child labor are analyzed. It also contains recent publications on the subject and recent statistics and events undertaken to help the cause.

2) WWW.UNICEF.Org

The official website for the UNICEF, provides information for the different problems that face children around the world. The organization was found because they believe children have rights, children should have a voice, and because children should not die from preventable causes. The website also provides information on child labor worldwide, with statistics about the different countries facing this problem. Situations with different contexts are presented and child protection is a main common concern. When narrowing the search on the website for child labor 658 related pages were found dealing with multiple concerns for child labor.

Some of these websites studies child labor in countries such as Romania, Pakistan, Egypt, Philippines and many other developing and developed countries.

Other topics relate to the efforts undergone to combat child labor and the causes that might lead to child labor phenomenon. Mainly the database presented constituted a valuable source of information for the thesis. Other concern dealt with on the website related to children's education, Children's rights, child labor, street children, and family violence.

3) WWW.CLU.Gov.lb

Unit for combat of child labor in Lebanon, a department of the Ministry of Labor, provides information online concerning the department and the status of working children in Lebanon. The main objective of the unit is to increase the awareness about child labor in Lebanon and its effects on children and to coordinate the efforts of the different units, ministries and organizations present to combat child labor.

Other objectives for the unit are to eliminate child labor in Lebanon gradually, and to contribute in increasing the legality

of the international laws that exist in protection from child labor.

Moreover, the unit is responsible for specifying the worst kinds of child labor and gathering a database related to the statistics on child labor in Lebanon. The unit was established in 2001 with the support of the IPEC.

Books:

A huge number of books are found dealing with the issue of child labor. Some of the books present a historical background on the subject, other present the current situation of child labor in the world in general, and yet others are directly concerned with the status of working children in Lebanon. Books also related to the abuse of children and the effect of work on their lives and personalities represent other valuable resources.

1) Child Labor: An American History

By Hugh D. Hindman

This book considers the issue of child labor in three parts. The first section concentrates on the topic from an economic point of view and from a historical and theoretical perspective. The

second part highlights the actual status of child labor in major American industries and occupations in the 1900's.

The last section analyzes these findings and attempts to apply them to child labor problems in America and the rest of the world today.

2) Children of Other Worlds: Exploitation in the Global Market

By Jeremy Seabrook

The book is mainly concerned with the huge number of working children in the world. It states that about 40000 children are dying everyday in the developing countries from "avoidable sickness and disease." It shows the status of children working in mills and mines and on the streets with all the cruelty present. "In the so-called developed world, children's lives are similarly blighted by drugs, alcohol, sexual abuse and violence. Children of the rich are unhealthily obsessed with consumerist desires while children of the poor suffer from lack of opportunity."

The responsibility according to the author lies on the effect of the global market. In "Children of Other Worlds" Jeremy Seabrook analyzes the international exploitation of children and exposes the moral blindness that has been an issue for debate

on children's rights. Seabrook insists that the whole question of protecting children's rights is in the core of globalization. According to Jeremy Seabrook, the basic block of the problem is related to the striking poverty in the world.

3) Children's Life worlds: Gender, Welfare and Labour in the

Developing World

By Olga Nieuwenhuys

The book is specifically related to a case study about the "Work Routine" of boys and girls in a south Indian village, with a description on the view of these children vis-à-vis their work. The book presents a subjective experiment about the children's exploitation in the business world along with a description of their daily subjective experiment of schooling. It provides an enriching knowledge about children working in developing economies.

"Olga Nieuwenhuys examines how class and kinship, gender and household structure, government ideology and education influence the lives of children in developing countries and directly challenges the notion that remunerated work within the household is not exploitative." The book is of great interest because it combines personal experience, quantitative data and in-depth anthropological methods.

4) Children's status in Lebanon 2000, by UNICEF and the Central Administration Of Statistics.

This source was of valuable interest because it presented a legal study done by the UNICEF in coordination with the Central Administration Of Statistics. The study contained information about a sample of Lebanese families (8125 families), located in the different regions of Lebanon.

The data gathered is reported in the book and then it is analyzed and findings were reported. The main objective of study is to give the Lebanese Government and organizations involved with the subject to enhance the status of children in Lebanon. The book starts with stating the characteristics for the demographic status of the Lebanese population, and then discusses the socio-economical situations of the country. An important section of the book reveals the status for the educational system in Lebanon and the status and numbers for working children.

Chapter III

Problem Statement: Causes & Attributes Of child Labor In Lebanon

Analyzing the causes for the persistence of child labor is crucial, because finding the causes is half the solution.

“During the 1980s, in many developing countries, government indebtedness, unwise internal economic policies and recession resulted in economic crisis. Structural adjustment programs in many countries accentuated cuts in social spending that have hit the poor disproportionately”. (*What Works for Working Children* (Stockholm: Radda Barnen, UNICEF, 1998).

Child labor persists despite the present laws to prevent it. Current causes of global child labor are similar to its causes 100 years ago, including:

1. poverty
2. limited access to education
3. repression of workers' rights
4. limited prohibitions on child labor
5. family expectations and traditions
6. abuse of the child
7. lack of health care
8. public opinion that downplays the risk of early work for children
9. uncaring attitudes of employers

Child Labor and Poverty:

Poverty is definitely at the basis for child labor, where poor families have no choices but to let their children work.

Poor children and their families may rely upon child labor in order to improve their chances of attaining necessities. According to the "Roots of Child Labor" in UNICEF's 1997 State of the World's Children Report, "children are employed because they are easier to exploit." The report also says that international economic trends also have increased child labor in poor countries. President of the Lebanese Labor Union Mr. Ghassan Ghosn reported that: "How could a child not go to work, when his parents are not finding any employment opportunities."

According to UNICEF India child labor arises in essence from "the exploitation of the weak and the underprivileged." Poverty comes in because poor people are vulnerable for exploitation. If there are no laws or organizations that effectively protect them, the poor have to accept any wage offered, low as it may be. For this reason, child labor is mostly prevalent in countries and industries where basic trade unions and labor rights are absent or find much opposition.

Poverty is obviously at the root of the child labor problem – the poverty of governments, combined with the destitution of

individual families. Nevertheless, economic factors are not in themselves sufficient to explain the massive extent of the phenomenon.

"Child labor is as much a cause of poverty as it is caused by poverty." Working children harm their minds and bodies and grow up to become uneducated adults, predestined to unskilled labor and social powerlessness. The result is an endless circle with no aim; child laborers grow up to be poor individuals who are forced to send their children to work in order to survive. Though children are not well paid, they still serve as major contributors to family income in developing countries. Working children are the objects of extreme exploitation in terms of toiling for long hours for minimal pay. Their work conditions are especially severe, often not providing the stimulation for proper physical and mental development.

Many of these children endure lives of pure deprivation. However, there are problems with the intuitive solution of immediately abolishing child labor to prevent such abuse.

According to a recent study by the Central Agency of Statistics, "7 percent of the Lebanese households are living below absolute threshold. Moreover the percent of population living with an earning less the absolute poverty line level varies significantly among the different Lebanese regions peaking in Hermel at around 22.2 percent of total resident population."

Table 1: Regional Distribution of households by the alternatives to deal with the inability to support their kids

	Sending some children to live with relatives	Sending some children to orphanages	Request that children find work outside the household	Staying at home to assist in income generating activities	increased chores	School and work at the same time	Other
Baabda	25%	25%	9%				23%
Matn			4%				15%
Tripoli	25%	25%	9%	10%	17%	33%	35%
Akaar			17%	40%	255	50%	23%
Baalbek	25%	38%	39%	305	425	17%	45
Saida	25%	13%	22%	20%	17%		

Source: Impact of child Work on Education Attendance & Performance

CRI, Lebanon, May 2004

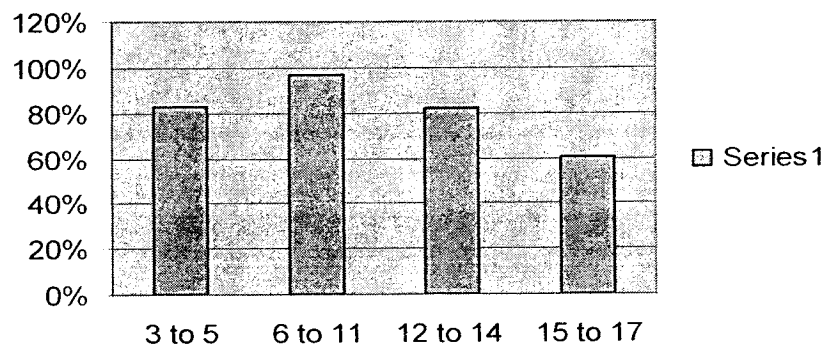
The link between poverty and child labor is not a law of nature: Child labor always means exploitation of poverty. There is always someone to profit from child labor: an employer who needs to pay lower wages or a government that hopes to profit from cheaper exports and cheaper domestic consumer goods. Whether or not child labor continues to exist thus strongly depends upon the political will, at the national and the international level, to put an end to the exploitation of poverty, which is child labor, and to take the necessary steps and make available the necessary means to do so.

Child Labor and Education

Education is a major factor in helping to diminish or even eliminate child labor. The absence of laws, in some developing countries and specifically in Lebanon, that obliges children under a certain age to go to school helps in increasing the existence of child labor. Many children may have to work in order to attend school so abolishing child labor may only hinder their education.

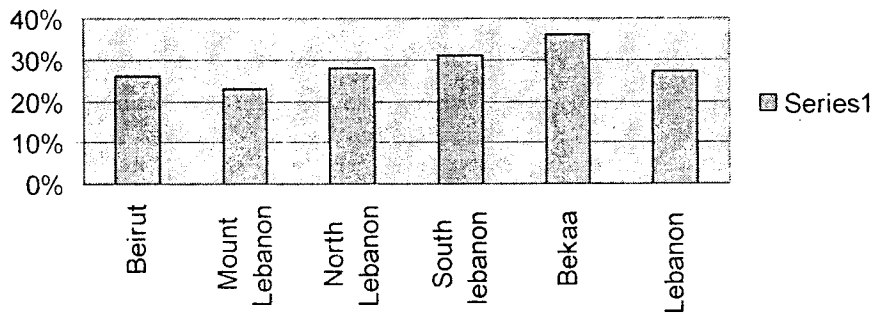
Any plan of abolishment depends on schooling. The laws could help by making it worthwhile for a child to attend school, whether it be by providing students with nutritional supplements or increasing the quality and usefulness of obtaining an education. There must be an economic change in the condition of a struggling family to free a child from the responsibility of working.

Graph 1: Percentage of working children In Lebanon by age.



Source: Child Labor in Lebanon, ILO& CRI, Beirut, Lebanon, December 2002

Graph 2: Drop out rate by Governate leading to definite employment



Source: Child Labor in Lebanon, ILO& CRI, Beirut, Lebanon, December 2002

Table 2: Distribution of students by gender and by sector of schooling in 2001 - 2002

	Number		
	Males	Females	Total
Public	166370	184807	351177
Private subsidized	59397	54261	113658
Private subsidized	225431	209242	434673
Total	451198	448310	899508

	Percent		
	Males	Females	Total
Public	47.70%	52.60%	100.00%
Private subsidized	52.30%	47.70%	100.00%
Private	51.90%	48.10%	100.00%
Total	50.20%	49.80%	100.00%

Source: Impact Of Child Work On Education, Attendance & Performance

CRI- Beirut, Lebanon, May 2004

Lebanese Public Schools:

It is certainly true that Lebanese public schools exist with very low registration fees, but there is a lack of a law that requires children under the minimum legal age to attend school. Moreover it is necessary to mention that the educational status of public schools

vary a lot in Lebanon due to the limited resources of the Lebanese government to institute schools accessible to all children in all areas, and within the accepted standards.

The lack of public schools in some of the poor areas and specifically in some areas away from the central district increased the emergence of the phenomenon of Child Labor.

“In 1998, the law # 686 amended the Decree 134/ 59 section 49 of the year 1959 from Free elementary education for all Lebanese children to compulsory free elementary education for all Lebanese children.” The law is established since 1998 but the degree of its application is subject to question.

Private schools dominate most of the education system in Lebanon, especially due to the lack of care for public schools by the government. Lebanese families strive to enroll their children in private schools because they believe that public schools do not present acceptable standards for education.

This fact was proved by a study conducted by the Educational Center for Research and Development which showed that “a higher proportion of students who come from a high income family with a high socio-economic status are enrolled in the private sector, whereas students from less advantage families

end to join the public schools.” moreover The percentage of students repeating their school year was the highest for public schools with 59.9% as compared to 28.1% for private schools.

Teachers in public schools state that the problem behind the motivation of students in public schools to advance in their educational status and their learning habits is largely due to the illiteracy of parents that keeps children with no help in their studies at home and with no suitable environments for studying.

According to the study conducted by the Consultation and Research Institute in Lebanon (May 2004), the share of public schooling increased to reach 37% in 1999, while it was only 35% in 1995. It is also stated in the report that the increased demand for public schooling urged the government to enhance the performance of the public education system, especially with the deterioration of socio-economic conditions where parents are pressed to shift to public schooling.

A study by the Educational Center for Research and Development (data 2000) showed that enrollment in the private sector declined by 11,863 students between 1998-1999-2000, going from 455,144 to 443,281. On the other hand in the same stated years the number of students in the public sector increased from 320,936 to 332,522.

Table 3: Distribution of Preschool boys & girls & private schools.

Private Schools	74.36%
Public Schools	23.45%

Source: Partners of Development, Civil Group,Lebanon, March 2004

**Table 4: Staying in school according to class & sex
Enrollment until the end of the academic year.**

Sex	Grade one	Grade Two	Grade Three	Grade four	Grade five
Boys	99.50%	97.80%	98.40%	98%	93.80%
Girls	99.70%	99%	98.80%	99.40%	97%
total	99.60%	98.40%	98.60%	98.70%	95.30%

Source: Partners of Development, Civil Group,Lebanon, March 2004

The causes of non-enrollment for children between age 6 and 18 vary among the different Mouhafazat of Lebanon. The study was conducted by the Partners For Development, Civil Group in Lebanon on March 2004.

Table 5: Causes for non-enrollment.

Cause	Mouhafazat						Lebanon
	Beirut	Mount Lebanon	North	Bekaa	South	Baalbeck, Hermel & Dannieh	
unavailability public schools in the neighborhood	9.9	11.8	20.5	18.3	11.4	23.7	15
No places in public schools	2.2	1.3	0.1	0.7	0.7	0.3	1
No subsidized private schools in the neighborhood	0.7	0.7	0.7	0.2	0.2	0.1	0.6
No private schools in the neighborhood	0.3	0.2	0.2	0.1		0.1	0.2
No places in private schools					0.1	-	
High cost	12.6	17.6	14	20.9	9.9	20.3	15.3
Death of one parent	4.1	4.3	4.4	3.2	1.2	2.8	3.6
parents separated	1.9	0.6	0/8	0.8	0.7	0.6	0.8
Illness or accident	1.4	1.7	1	0.6	0.3	0.3	1.1
War	2.5	2.5	1.7	0.4	1.2	0.6	1.7
Handicap	3.9	4.3	2.1	4.6	4.6	2.9	3.7
Parents not wanting	57.4	4	48.5	42.6	63.6	39.8	50.9
Other	3.1	6	6	7.6	6.1	8.5	6.1
Total	100	100	100	100	100	100	100

Source: Partners of Development, Civil Group, Lebanon, March 2004

By a study conducted by the Consultation and Research Institute in Lebanon (May 2004), working children that attended school in the morning and worked in the afternoon showed to have poor performance relatively to other students in the same class. Poor performance was the highest for children with income generating activities, 47.7% of the population registering at poor or below levels of performance.

Table 6 : Teachers rating for students as to the overall performance by activity

	Good	Satisfactory	Poor	Very poor	Total	%
Non working	25.50%	34.00%	29.80%	10.60%	47.00%	11.10%
Engaged in HHD chores only	36.40%	39.00%	20.80%	3.90%	154.00%	36.20%
engaged in income generating activities sonly	19.00%	33.30%	42.90%	4.80%	63.00%	14.80%
engaged in HDD chores and income generating activities	28.00%	42.90%	23.60%	5.60%	161.00%	37.90%
Total	125.00%	166.00%	111.00%	23.00%	425.00%	100.00%
%	29.40%	39.10%	26.10%	5.40%	100.00%	

Source : Impact Of Child Work On Education, Attendance & Performance

CRI- Beirut, Lebanon, May 2004

The poor performance of those children, enduring both income generating activities and school at the same time, is mainly due to two main reasons: first, their irregular attendances to school classes, and second their busy and worrying mind about their other activity led to the lack of concentration on studying and learning.

Table 7: The Frequency Of Irregularity In Attendance

	weekly	monthly	Seasonally	Occasionally
non working	25.00%	37.50%	0.00%	37.50%
Engaged in HHD chores only	37.50%	50.00%	0.00%	12.50%
working in income generating activities only	25.00%	33.30%	16.70%	25.00%
engaged in HDD chores and income generating activities	42.90%	14.30%	0.00%	42.90%
%	31.40%	34.30%	5.70%	28.60%

Source : Impact Of Child Work On Education, Attendance & Performance

CRI- Beirut, Lebanon, May 2004

The impact of work on children's lives constitutes a serious problem, as those children missing school and having work as a priority grow to have a misconception about the importance of education . Income generating children feel that they have a certain independence level, because they are financial contributors to the household income.

Direct and Indirect Costs of education in Lebanon:

**Table 8 : Distribution Of The Costs Of Education In Public Schooling
Versus Private Schools**

Public	Preschool	elementary	Intermediate
School Fees	29.86%	25.71%	25.56%
Books	7.52%	16.76%	18.44%
Transportation	23.97%	16.69%	15.99%
food and beverage	26.09%	28.51%	27.58%
supplementary expenses	12.56%	12.33%	12.43%

Private	Preschool	elementary	Intermediate
School Fees	76.64%	72.47%	73.27%
Books	2.59%	6.55%	69.91%
Transportation	9.82%	9.44%	7.69%
food and beverage	5.38%	5.84%	6.61%
supplementary expenses	5.58%	5.70%	5.51%

	Public sector			Private sector		
	LL	USD			LL	USD
Preschool	268600-319143	USD		Preschool	1538832-1839470	1065-1226
Elementary	315044-340336	210-227		elementary	1822668-2149119	1215-1432
Intermediate	422843-474653	282-316		Intermediate	2139819-2473818	1426-1650

Source: Partners of Development, Civil Group, Lebanon, March 2004

The major problems facing public schools in Lebanon are the lack of proper resources, the lack of minimum level facilities and the educational status of some of the teachers. Therefore, all of these reasons are leading to the failure to some extent of proper schooling for children with low financial capabilities.

Many problems face the public schooling sector in Lebanon, and these issues should be dealt with seriously because schooling is a major element in combating child labor.

Repression of workers' rights

Workers should not only have the right to express their opinion about the labor standards but also the right to do something about it, especially through union.

This would be the first step towards eliminating child labor and towards better labor and living standards.

Limited prohibitions on child labor:

As mentioned earlier, some laws do exist to prohibit children from working, but are they really being applied and monitored? In Lebanon, we encounter children selling goods on streets next to the policeman.

Family expectations and traditions:

Family expectations are very crucial in societies where some parents do actually believe for instance that girls should not attend school and should help around the house. In other cases, the family traditions dictate that children should stay home and help with the family business instead of attending school, while

other families do actually believe that education is a total waste of time, with no benefit at all for individuals.

Abuse of the child

Most of the children in the workforce are being abused mentally, physically, socially and emotionally. Children should be born with the right to have a healthy childhood, the right for education, and the right to be free of the responsibility for survival at least until the minimum legal age.

In Lebanon, you can witness the organized groups that divide children into the different areas in the morning and pick them up in the evening to count what they have gathered throughout the day , either from selling the gadgets they are given in the morning (Chewing gum for instance) or the money they have collected from begging.

Some children actually got abused physically, especially if they did not attain the target amount that was set for them. Zaynab a five year old girl was informally interviewed and she revealed that she has to bring to her father at least the amount of 40 000 L.L. everyday, otherwise she will be beaten up. She also said that he father drives her and her brothers to the "Dawra" streets every morning and picks them up at night.

Another important issue is "children's sexual abuse." This fact is present widely among working children. In developed countries

when cases are reported, the government takes proper action to stop it. In Lebanon, reporting such instances is not usual. The case is more serious for children in poor families and working children. It is sad to say that some children are sold out for prostitution, which presents another form of children's work in Lebanon.

Children's minds are also being abused. When going to the workplace and doing the same repetitive tasks, their minds are being limited in thinking and in imagination. The worst thing is that they will grow up to be uneducated individuals striving to find jobs that will provide them with minimal living standards for them and for their families.

Lack of health care:

There is a serious lack for proper medical attention for children and for adults. It is true that there are public hospitals but once more the limited resources have kept the minimal levels of health care not adequate enough to deal with health problems related to children.

Moreover the lack of health care is also being administered by parents who are not responsible enough to take care for the health of their children. Poverty rises once more in this case to step behind the reason for not taking medical care for children who are in need. In fact, one might encounter some parents

holding their sick children on the streets and using them as bait to attract your sympathy into giving them money for their sick children. Most of the times the money is used for parents use and for food for the whole family.

Public opinion that downplays the risk of early work for children & uncaring attitude of employers:

It is true that many conventions are being done in Lebanon to highlight on the importance of saving children from child labor. The latest was the workshop done in 2005 by the ILO in coordination with the Ministry of Labor and under the Patronage of H.E. Dr. Trad Hamadeh, which stated the worst forms of Child Labor and the reasons for child labor specifically in Lebanon.

The main issue is that these conventions are very important to increase the awareness of the public opinion to combat child labor, but are these concerns really reaching employers? Moreover, are these employers involved and concerned enough in knowing the effects of child labor on working children? Even if these concerns reached the employers of children, are children and their families ready to quit this practice if they were not offered other alternatives? It is very important to create social awareness about the effects of child labor, but it is more important to establish action plans to find solutions. Many more reasons exist for the presence of child labor in the business world.

Attributes of Child Labor in Lebanon

The characteristics of working children are deeply correlated with the status of families in Lebanon. Poverty strikes once more at this point, where most of working children belong to poor families with a large number of siblings. Parents not being able to support their children are found with the only choice of sending them to work. The high levels of poverty and illiteracy have allowed for the existence of this phenomenon until this century.

On the other hand, it is important to state that some poor families intend to have many children with the intention of having more workers at their disposal. Thus, Part of the owners of international enterprises benefit from the situation to produce goods at competitive prices.

Methodology:

Most of the data collection techniques in this report were the result of in depth research about the available documentation present on the subject, whether from the World Wide Web, from books or from studies conducted by the different organizations on the subject. In addition, I conducted a questionnaire to grasp a better point of view on the situations of working children in the different regions in Lebanon.

In the following section, analysis is conducted on the different studies achieved by the international and local organizations in Lebanon, with the purpose of understanding the most recent characteristics of working children in Lebanon and the businesses the phenomenon mostly prevails in. Before analyzing the already existing statistics, I had conducted a limited study on 37 children found on the different streets of Lebanon, to have a more tangible point of view on their status. Moreover, the interview with Mr. Ghassan Ghosn, President of the Lebanese Confederation of Trade Union, provided great insight on the current situation of the Lebanese working children.

Following are the results of the questionnaire I conducted in May 2006. It is important to note that having children responding to the questionnaire was the hardest task of writing this thesis, especially when these children are being monitored by their parents or employers. Therefore the presence of the following limitations:

Limitations of the study:

Many limitations were present concerning the analysis and the existence of child labor in Lebanon. Most of the limitations revolved around the following:

- The fear and resistance of working children to answer the questionnaire with the concerns of being involved with legal matters.
- The presence of conflict between the different studies already present on the characteristics of Child Labor in Lebanon.
- The lack of recent statistics on the subject.
- The samples on which the studies were conducted may not be representative, depending on the region.

Pilot Test's Results & Analysis:

Individual Case:

Case1: Abdullah Younes

In my search for working children on the streets of Lebanon a particular case took my attention. Abdullah Younes, a boy of 7 years was selling flowers next to "Saint Anthony's church", Harissa. I interviewed Abdullah for 15 minutes and what he revealed stunned me.

Abdullah said that he lives with his parents and his 4 brothers in Tripoli. His job is to sell the 50 flowers his father gives him in the morning for no specific price. Abdullah's father, he states, is an alcoholic and is never sober for anything except collecting the money his sons bring home at night. The one who doesn't bring home the specified amount of 50 000 at

least gets physically beaten by the father. Abdullah wakes up every morning at 6, leaves the house with one of his brothers to Beirut with no food, and goes home around 11 or 12 at night, sometimes later than that when there are special occasions or festivities. Abdullah and his brother Akram get food during the day from begging and sometimes they pay for it without telling their father. With such injustice, one might think that such stories are never true. Now I know for a fact that they actually do exist. Abdullah is just one example of such injustices.

Each interviewed child has his own story, hence the purpose of the questionnaire, but most of the findings indicated common points among the different children.

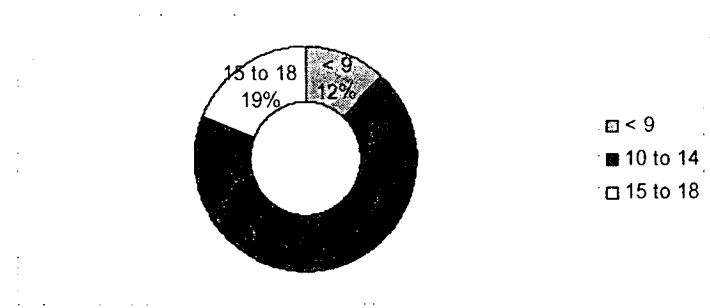
To start with the questionnaire was mainly responded to ,by children on the Dawra highway, Harissa Streets and the Barbir region. Moreover, some children were interviewed in the Mount Lebanon Region. Those children were found selling chewing gum and small gadgets on the highway and some of them were beggars. Few children working in rural areas answered the questionnaire but those were mainly working in factories or shops.

As mentioned earlier meeting those children gave a tangible and realistic point of view on the subject.

It was obvious from the results that the highest percentage of working children, mainly street children in this case, were in the age sectors 10– 14 years old, as shown in the below pie chart.

It is mainly because children at this age sector are able to negotiate better and are still considered children, therefore playing on people's compassionate side. Whereas children in the age sector less than 9, lack negotiating skills and children in the age sector 15–18 are not as pitiable.

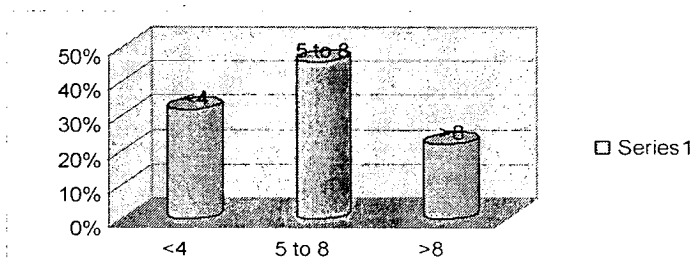
Graph 3: Percentages of working children according to Age sector



Source: Questionnaire, May 2006

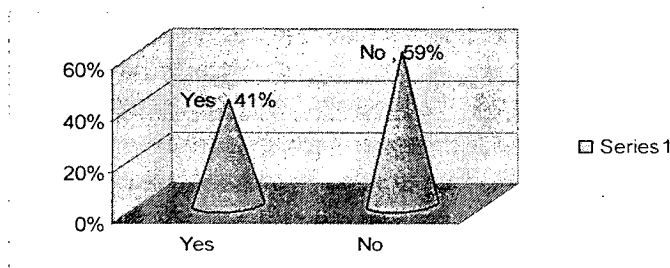
The results of the questionnaire also showed that 46 % of working children belonged to large families with number of children between 5–8 members; it also revealed that 59% of the working children's parents are unemployed. This stresses on the point that poor families with a large number of children are obliged to send their children to work in order to survive. It also proves that poverty is at the basis of child labor.

Graph 4 : Number of Children in the Family



Source: Questionnaire, May 2006

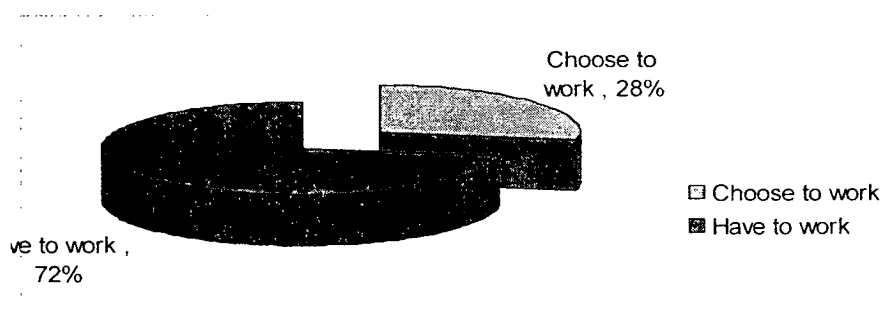
Graph 5: Percentage of working parents of working children



Source: Questionnaire, May 2006

The poor economical situations has led some of those children to choose to work in order to help their families (28%). What was more dreadful was the fact that 72% were obliged to work either by the parents or by their employer constituting a part of the parents or employer's daily business.

Graph 6: Percentage of children working by choice or by force

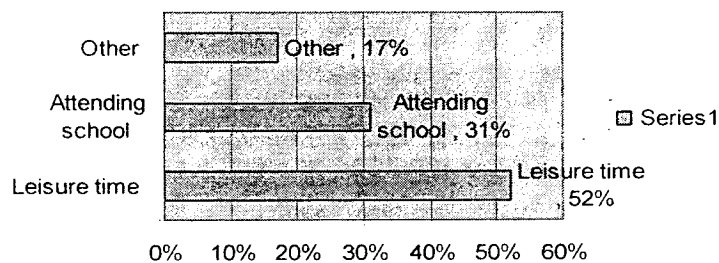


Source: Questionnaire, May 2006

Those working children are being deprived of their childhood and mostly of their future since they are cutting school and hence probably growing to end up in the same position of where they stand today.

The deprivation levels were obvious in the results were 52 % of the interviewed children chose to spend their time in leisure when they don't have to work, showing their craving for their right to their childhood, and 31% showed their longing to continue schooling also showing the deprivation of education.

Graph 7: Given the choice, where would you be now?

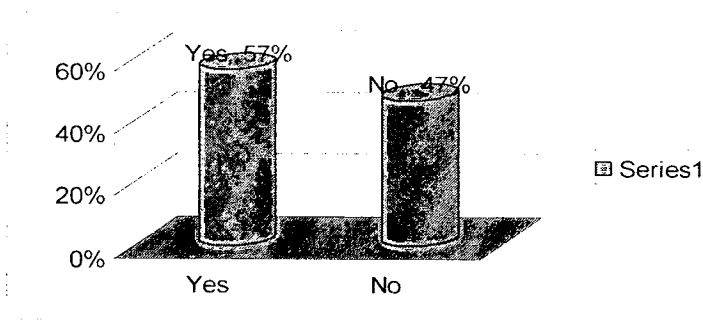


Source: Questionnaire, May 2006

The percentage of those working children who actually attended school varied according to their age, where we could note that with the increase in age the percentage of quitting decreased. 57 % of the interviewed children attended school and 47 % were illiterate. Of those 57% who attended school 62% quit in the age sector less than 9, 33 % quit school at the age sector 10–14 years and only 5 % quit at the age sector 15–18 years. The highest

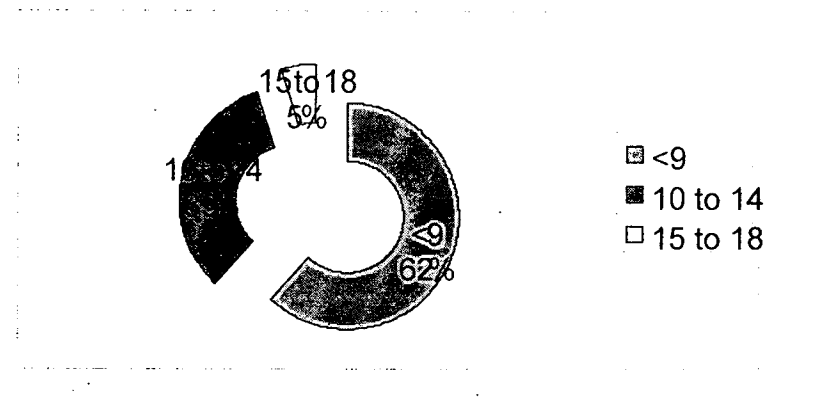
percentage at younger ages shows that some of the working children are getting the elementary level schooling.

Graph 8 : Percentage of working children who attended School



Source: Questionnaire, May 2006

Graph 9 : Percentage of quitting School by age



Source: Questionnaire, May 2006

As agreed on by the different legal organizations, the worst kind of child labor is when children are taken advantage of either by their parents or worse by their employer.

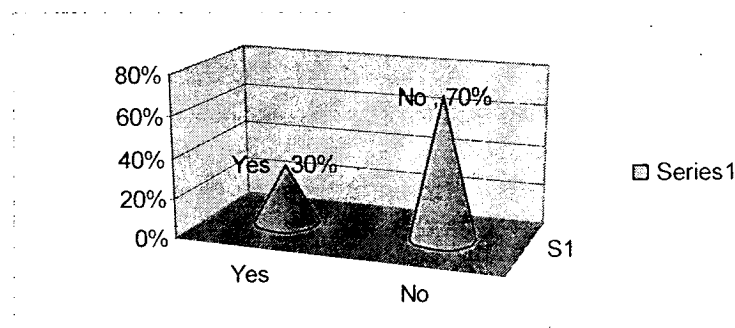
Some of the working children on the streets belong to organized groups where the parent or the employer locates

them at a specific place in the morning and picks them up around 7 in the evening. Only 30 % of working children get to keep the money they earn during the day, showing the high level of abuse for the other 70 %. Out of these 70%, 54% give the money to their parents as part of the family income, and 46 % to employers.

The appalling side of this is that some employers set a minimum amount per day for children working under their supervision averaging to about 40 000 Lebanese Lira a day.

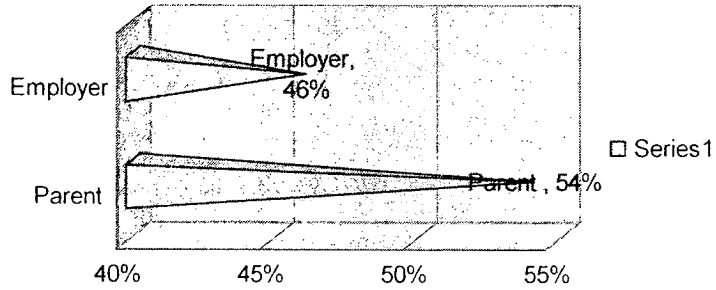
41% of working children claimed having to gather a previously set amount by their employers or parents. 64 % of the working children who do not gather the specified amount are beaten for better performance the next day.

Graph 10: Percentage of working children who keep the money they earn



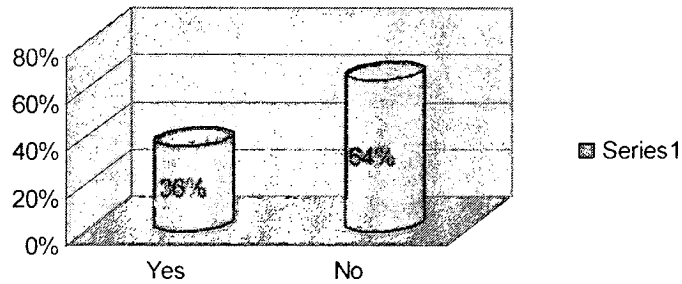
Source: Questionnaire, May 2006

Graph 11: Percentage of working children who give the money either to parent or to employer



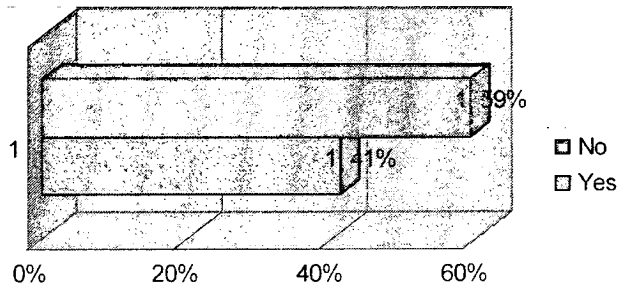
Source: Questionnaire, May 2006

Graph 12: Percentage of children who get physically abused when not gathering the specified amount, Source: Questionnaire 2006



Source: Questionnaire, May 2006

Graph 13 : Percentage of children who claimed that there is a specific amount to be gathered



Source: Questionnaire, May 2006

General Demographical, Social and Economical Situations:

The following sections are analysis of the different findings revealed by the ILO, the CAS, the Unicef, and other related books on the status of children in Lebanon.

Findings of the statistics revealed by the book “ Le Point Sur Le Liban 2005” state that the population in Lebanon was estimated in 2003 to be at 3 935 000 increasing by approximately 2.4% a year. Of the 35% active population in Lebanon, 11.50% are unemployed (161,000 persons), shaping a level of unemployment reaching 20 percent. Therefore, the increase in the population was coupled with an increase in unemployment levels. Employment as well as the general economical situation in Lebanon was in a tight position, leading to a decline in living conditions especially after the civil war in 1975.

Unemployment is divided among the different sectors in Lebanon, being the highest at 27.5% for the commercial sector, although this sector employs around 23.3% of the working people in Lebanon. This gap between the supply and demand for labor in the Lebanese market has increased the migration levels, especially among the young men. “Le Point Sur Le Liban”, reveals that there will always be more Lebanese people outside of Lebanon than inside.

According to the statistics done in 1998 by Mr. Joseph Mayla, Dean of the Catholic Institution Of Paris, 8 million Lebanese citizens are dispersed around the globe. Its is important to note that 42% of Lebanese emigrate because of the lack of job opportunities in Lebanon. Unemployment levels reaching that high in 2003, and continuing to increase trains drastically the increase in employment levels among children for many reasons.

Children might be obliged to help in order to secure the basic necessities for them and for their families.

Geographical distribution of working children in Lebanon:

It is clear from the table below that the percentage of working children is higher in regions where illiteracy and poverty are higher. The North of Lebanon constituting the highest with 3.3 percent.

Table 9: Regional distribution % Of working boys and girls by age

Region	Age Group	
	10-14 years	15 - 18 years
Beirut	1.3	7.3
Mount Lebanon	1.3	9.2
North	3.3	14.9
Bekaa	1.7	10.4
South	1	12.9
Overall	1.8	11.3

Source: Partners of Development, Civil Group, Lebanon, March 2004

The same study reveals that working children's percentage for joining the workforce is the highest for children in the age sector 10- 14 years, with a very small percentage for children under the age of 9.

Table 10: Age for entry into labor force % of working boys and girls by age and sex.

Age joined the Labor Force	Age Group			
	10-14 years		15 - 18 years	
	M	F	M	F
< 9	11.2	25.4	2	2.4
10 to 14	85.5	74.5	43.9	52.9
15 to 18			49.7	45

Source: Partners of Development, Civil Group, Lebanon, March 2004

It is important to note that female working children join the Labor force earlier than male, and are more involved in unpaid family labor. This is due to many reasons but mostly because in some regions in Lebanon, traditions dictate that female children should not be educated more than a certain age, usually until they are capable of helping around the house or with the family work. This is mostly noted for girls around the age of 12, just after finishing their elementary studies.

Employment Conditions: Nature and Economical distribution:

Children may be found working in different sectors under different conditions. Some help with the family business which is usually unpaid labor, others work for very little pay and still others as young as they are, are entitled self-employed.

According to an interview conducted with Mr. Ghassan Ghosn, President of the General Labor Union in Lebanon, on 19th of April 2006, the worst form of child labor is the abuse of

children. The abuse of children congregates many forms, and mostly where children are maltreated physically, emotionally and mentally. Unpaid children workers are a kind of the worst forms of child labor. The table below taken from a study done by Haifa Hamdan, ILO, in 1997, it is obvious that the highest percentage of working children are paid for their work, constituting around 82 % of the total of working children in Lebanon.

The worst kind of child labor, unpaid workers, where children are abused and taken advantage of constitute 6.6 percent.

Table 11: Distribution of working children (10–14 years) by employment status (1996)

Status in Work	Total		% Females	% Males
	Number	% Of total employed children		
Self- employed	258	4.3	3.80%	96.20%
Paid Workers	4887	82.3	12.30%	87.70%
Unpaid workers	392	6.6	8.20%	91.80%
Family unpaid aid	400	6.8	25.20%	74.80%
Total	5937	100	12.50%	87.50%

Source: National Report of Child Labor in Lebanon by Haifa Hamdan, ILO,IPEC, 1997.

According to the study conducted by the Central Agency of Statistic and the UNICEF in 2000 on the Status of children in Lebanon, 64.2% of children (10–14 years) work as full timers, 15% work occasionally, 13.2% work seasonally, and 7.5 % as part timers. Another study by the Partners of development in 2004 shows the nature of work of children. Unfortunately, it is

stated that full time working children constitute the highest percentage, mostly on the expense of school as stated by the report.

Table 12: Nature of work % of working boys and girls by age and sex

Nature (duration) of work	Age Groups			
	10-14 years		15- 18 years	
	M	F	M	F
Full time	71.2	8.9	77.6	73.3
Occasional/interrupted	15.3	12.7	14.8	1.4
Seasonal	10.1	38.2	4.5	25.2
Part time	3.4	40.2	2.9	
NS			0.2	0.1

Source: Partners of Development, Civil Group, Lebanon, March 2004

Children are distributed among the various sectors in Lebanon, and among the different occupations. The below table taken also from the study by Haifa Hamdan, shows the distribution of working children by main occupation.

The report by the CAS and the UNICEF indicates that 49.9 % of working children work for a monthly or a weekly salary and 18.2 % help family members, 4.4 % are self-employed and 14.3 % are interns. The reports also stated that 34.9 % of working children cash a monthly salary in the margin of 100 000 to 140 000 Lebanese Lira , whereas 13.9 % cash between 150 000 and 300 000 Lebanese Lira indicating that 48.8 % of working children cash below the minimum wage limits.

The report by Haifa Hamdan also states that “the low salaries earned by children is a factor that plays a role in increasing the size of the child labor phenomenon since employers would have a tendency to employ children at lower wages.”

Moreover, the Lebanese Law has set a maximum of 6 hours of work a day for working children, constituting 36 hours of work a week. Unfortunately, 31.9 % of children in Lebanon work for more than the legally stated hours. It is also important to state that a lot of working children are not reported.

The above-mentioned figures are for children in the age group (10–14 years). Percentages increase for children in the age group (15 – 18 years) where for example the percentage of children working for more than 36 hours a week reaches 54.3% and the percentage of working children cashing below the minimum legal wage reaches 49.5%.

Table 13 : Monthly Income Of working Children

Monthly Income

Gender	10-149	150- 299	300-449	450-599	600-749	750-899	undetermined
Male	34.5	14.5	5.3	7.2	2.8	—	35.7
Female	38.2	8.9	—	—	—	—	52.9
Total	34.9	13.9	4.7	4.7	2.5	—	39.3

Income is expressed in thousand Lebanese Lira

Source: CAS & UNICEF, State of the Children in Lebanon,2000

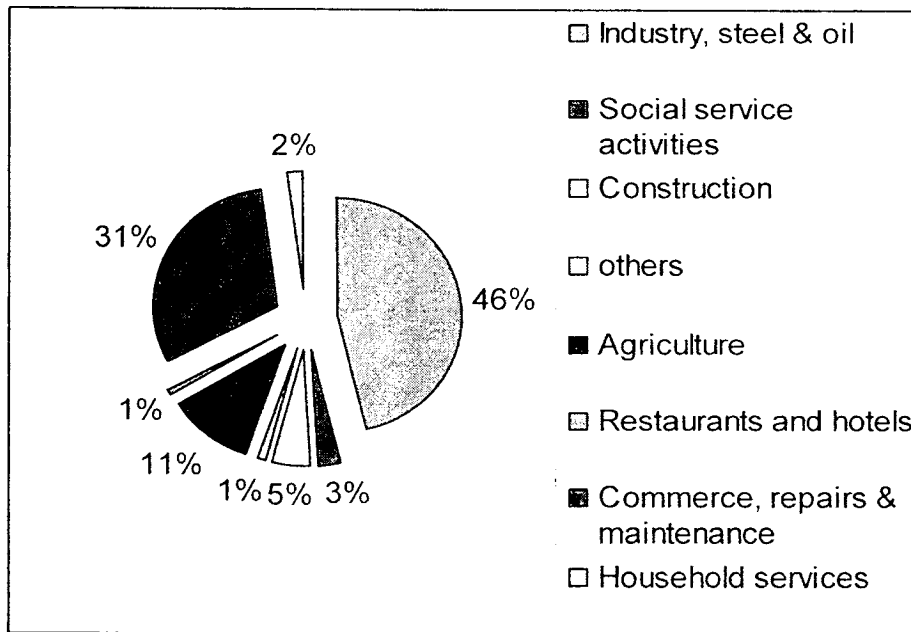
The below table reveals that the majority of male children are mostly working in metal works whereas the majority of working female children are working in handicrafts. The main occupations are listed in the table, another study by The Partners Of Development in 2004 reveal that 53.9% of male working children and 64.1 % of male working children are employed in artisan. Whereas Female working children in both age groups (10 to 14 and 15 to 18) are mostly in “Unskilled” occupations with 91.1 % and 34.3 % respectively.

Table 14: Distribution of Working children (0-14 years) by main occupation, 1996.

Occupation	Total	Total Males	% males of total	Total females	%females of total
General assistance jobs	10	10	0.2	0	0
office workers	21	0	0	21	0.4
Personal assistants	273	178	3	95	1.6
Sales	521	468	7.9	53	0.9
Skilled agricultural workers	145	145	2.4	0	0
Construction wokers	543	533	9	10	0.2
Workers in metal works and repair	1951	1940	32.7	11	0.2
Workers in handicraft and printing	95	95	1.6	0	0
Workers in handicraft/artisan	1255	1129	19	126	2.1
Workers operating industrila machines	61	51	0.9	10	0.2
Workers in operating fixed machinery	260	166	2.8	94	1.6
Drivers of machinery	10	10	0.2	0	0
Unskilled service workers	217	93	1.6	124	2.1
unskilled agricultural workers	491	290	4.9	201	3.4
Other unskilled workers	73	73	1.2	0	0
others	10	10	0.2	0	0
Total	5937	5192	87.4	745	12.5

Source: National Report of Child Labor in Lebanon by Haifa Hamdan, ILO,IPEC, 1997.

Graph14: Distribution of working children by economic sector.



Source: National Report of Child Labor in Lebanon by Haifa Hamdan, ILO,IPEC, 1997

The chart above indicates that the highest percentage of children work in industry, steel and oil constituting 46% of the total number of working children followed by 31% for children working in commerce ,repairs and maintenance.

Very similar results were given by the CAS and the UNICEF, also indicating that 45.6% of children are employed in commerce and industry.

Table15 :Economic sector of working boys & girls by age and sex (%)

	Age Groups			
	10-14 years		15- 18 years	
	M	F	M	F
Fishery/Agriculture	11.2	50.9	6.9	23.8
Industry	16.6	8.9	22.1	27.1
Construction	11.4		19.9	
Commerce	46.3	40.2	31.2	28.7
Other	14.5		19.9	20.4

Source: CAS & UNICEF : State of the children in Lebanon 2000

According to the study conducted by the Central Agency Of Statistics and UNICEF in 2000, Chapter 6, the following points reveal the major findings:

1. The number of working children increases with the increase in age, and with the increase of the bad economical situations.
2. 5.2% of children in the age sector 10–14 years are already not attending schools. The percentage increases to 28% for the age group 15–18 years old.
3. Working children in Lebanon constitute a portion of about 3% among children of age 10 and reaches 4.5% among children of age 14. The percentage continues to increase with the increase in age reaching 15.1% for age 18. With poverty being the main reason for their status.
4. The number of working children is higher in rural areas than in central districts, and child labor is higher in agricultural sectors.

5. More than 90% of working children are not benefiting from The National Security Fund (NSSF).

After analyzing the different results and stating the findings of the different sources for comparison purposes, it is important to study the Characteristics of families of working children to better understand the existence of the phenomenon, its origins and causes.

Family Characteristics:

As mentioned in the first paragraph of this chapter, the conditions and status of families dictate children's status and activities. It is crucial to study the status of families of working children to better understand the whole picture. With the increasing unemployment level in the country and the decrease in wages, the head of the household are finding themselves with no job opportunities and hence leading to children working. Many common characteristics were found among the different families of working children and many studies presented valuable insights and statistics on this issue, which constitutes a major part of working children. According to the study done by the ILO and the CRI, Child Labor in Lebanon, 2002:

1. A main characteristic in the families of working children is the large number of children. 91 percent of working children belong to families containing 5 to 10 members.
2. 99.6% of working children live with their parents where we can note that almost all of the working children are mainly contributing in the expenditures of their families.
3. 60 % of working children live in small houses where the number of rooms does not exceed 3 rooms.
4. 57% of the above-mentioned families do not own a car.
5. Disabilities in families of working children are mainly due to low living standards and poor health status.
6. Most working children belong to families with unemployed households.
7. 31.7% of the children in the conducted study are either illiterate or barely know how to read and write. 53.8 % have elementary education and 13.76 % are of intermediate level.
8. It is noted that a high level of working children have illiterate parents.
9. A high percentage of working children's parents is unemployed. (According to the study, 27% are unemployed, 9 % are taxi drivers,).
10. The income of families of working children is much lower than the national household income.

11. According to the conducted study by the ILO and the CRI in 2002, internal problems are as follows:

Table 16: Internal problem for working children's families

	#	%
Death of a parent	3	3
Divorce	7	7
polygamy	9	10
Immigration	2	2
Seperation	2	2
No problems	72	76
Total	95	100

Source: Partners of Development, Civil Group, Lebanon, March 2004

It should be noted that not all children working in Lebanon are Lebanese citizens. Palestinian and Syrian children can be found working in factories and on the streets, and they constitute a big portion of all working children in Lebanon.

Legal Aspects:

The Lebanese Labor Law set by the Ministry of Labor already contains sections that prohibit certain forms of child labor and helps in protecting children in this field. Nevertheless, many amendments should be incorporated to assure that children are not to be taken advantage of in any form. The international organizations such as the ILO and the Unicef along with many other organizations and unions can help in introducing the amendments especially through the conventions dealing with this subject.

Table 17: Legal articles concerning child Labor

Briefing of the Article	
18	employments of children below the age of 18 years are subject to provisions of this chapter
19	prohibiting the employment of children before the age of 15 years It allows the employment for "Light work" when they are 14 years on conditions that the nature of work will not harm the health and moral of children , and will not limit the access to educational and vocational training programs
20	Prohibiting the employment of children before the age of 18 years in any occupation that may be dangerous to the mental , physical and moral health of the child.
21	children should be subject to medical examination to determine whether the child is fit to perform the needed
22	Until the age of 18, children should have a medical certificate issued by the ministry of Health renewed every year
23	employers have to keep records on employed children(ex: name, age, date of entry)
24	employers must obtain a written consent from the guardian of the child prior to his/her employment
25	employers must providing training on issues related to occupational safety
26	employers should report to guardians on any sickness or absence of the child
27	employers have to report to the National Security Social Fund
28	Prohibits the employment of children below the age of 18 years for more than 6 hours a day including at least one hour rest brake when working intervals exceeds 4 consecutive hours It also prohibits employment between 19:00 -7:00 hours children are allowed a fully paid annual leave of 21 days for those whose employment periods exceeds one year
29	employers should not assign tasks that require heavy weight lifting to children below the age of 18 years,
30	prohibits employers, males or females, who are single , separated, divorced or widowed from housing children employees
31	prohibits employers convicted with a felony to employ children
32	provisions of article 31 can be reserved with a court decision.
33	slavery, including forced labor and forced employment of children in military conflict; using children for prostitution and employing children in illegal work, are all criminal felonies that are subject to criminal law
34	employers, guardians and parents are held responsible for violating the article under this chapter.

Source: child Labor In Lebanon, CRI & ILO, 2002

It is important to note that the Lebanese Law will be amended, according to the Unit for combat of child Labor in Lebanon, Ministry of Labor, adding the above mentioned articles: concerning working children.

Although these articles are in many ways protective to children's rights and safety, yet the main pitfall is the degree of implementing these laws.

The absence of Law enforcements leads to gaps in the system. Comparative analysis between the Convention and the labor law, despite the ratification of C.182, shows that there is still an effort to be made to approach Lebanese legislation to that of C 182. Some gaps and differences still exist.

The ministry of Labor has established MOL, one of the institutions that are involved in elimination of child labor in Lebanon. In Oct 2001 a specialized unit CLU (Child Labor Unit), within the MOL concerned with the fight against child labor was established. CLU has the objective of planning, managing and coordinating child labor related activities and to establish a data base on child labor in Lebanon and legal framework for child labor will have reviewed and national legislation harmonized with international standards. Hopefully this will lead to better incorporation of International laws concerning the safety of the children, and increasing awareness and developing national strategies and action plans to combat this phenomenon.

The Unit for combat of Child Labor has stated that some of the gaps in the Lebanese Labor Law includes– children:

a– Home maids

b- Family business

c- Agricultural unions that are not involved in industry or commerce.

Moreover, the following table is also stated by the Unit for combat of Child Labor, explaining some major gaps in the Lebanese Law present to combat child Labor:

Table 18 :Gaps in the Labor Law According to the MLO:

-Art.2;The term Still in Lebanese legislation children are "child"; Shall divided according to age; above 13 – child & above apply to all full 15– adolescent and due to this discrepancy in persons under definition of a child, we can encounter there some age 18 worst forms of child labor performed by "children" . No sharp or clear cut definition of worst form of child labor despite there are scattered labor codes about slavery or practices similar to slavery including labor mentioned in Art.3 a,b,c ,etc. But d (circumstances likely to harm the health, safety or morals of children) has almost the same concept as in C.182

1)Programs are under design to be implemented

- Art.3;The2)Not enough severe & strict sanctions are taken term "The worstaccording to the violation of the provisions forms of childof C.182.3)Indeed, Lebanese labor law legislated labor" compulsory education in1998 (Decree 686), but it didn't indicate the age of children that are subject to basic education. On the other hand, it is not correlated with that of national legislation regarding child labor .Also practically; compulsory education is not implemented due to non–resolution of many economical problems in the country.

Source: Unit for combat Of Child Labor, Lebanon.

Chapter IV

Child Labor : Management & Effect

There is no doubt that working children are an asset for managers of business enterprises, especially for companies seeking to compete based on low prices. The multinational corporations expand across borders, countries often compete for jobs, investment, and industry. This competition sometimes slows child labor reform by encouraging corporations and governments to seek low labor costs by resisting international standards. Some International legislation have begun to include labor standards and child labor as criteria for preferential trade and federal contracts. However, international free trade rules may prohibit consideration of child labor or workers' rights.

Children are miners in Colombia, Bolivia and Peru, camel jockeys in the Gulf states, yearly contract laborers in carpet factories and explosive- making factories, fireworks, matches and cigarettes, polishers of precious stones in India, diamond miners in ex-Zaire. They clean out the hulls of oil tankers in Pakistan, manufacture cotton goods in India, Pakistan and Bangladesh, pick jasmine by night in Egypt, make bricks from the age of five upwards (India and Pakistan), sew footballs (Pakistan), dive for pearls in Malaysia and Burma, and pack frozen fish and prawns in Morocco and the Philippines.

The main concern is managing those children workers, especially when they are still lacking the proper skills for evaluating the right from wrong and the good products from defects.

Working Children: An Asset:

As mentioned earlier children are in some ways considered as assets for companies for many reasons:

1- Cheaper Labor Costs & Abundant Supply:

Working children earn wages much lower than adults do, thus giving companies the chance to compete on cost leadership. In addition, working children are cheaper in that they are less demanding than adults are. After all, they do not have a family of their own to support. Moreover, working children are still not able to negotiate their rights for company benefits and are usually known to settle for less.

All of these give the companies a competitive advantage, valuing more and more the presence of working children as an asset in the company.

2- Skilled Children:

Peter Gaskell states in his text, The Manufacturing Population of England: The fingers of children at an early age are very supple,

and they are more easily led into habits of performing the duties of their station.

There are actually some duties that children perform much better than adults can, due to their small size. In the south of Lebanon, children perform the tasks of rolling up the cigarettes much better than adults can, because they have small fingers and make the cigarettes as slim as possible. This makes owners of these production stations employ children because of the better results not only because of the exploitation of the weak and the underprivileged. Children have become a part of the whole system of production, be it in agriculture, industry, artisan activity, the rag trade, repairing things. The list is long and the imagination of greedy employers always seizes to exploit the possibilities of benefiting from children that are forced to work.

3- Managing Advantage:

Children who are not being able to defend their rights and sometimes their dignity, unfortunately are better managed since they, most the time, just obey orders with no discussions of what is better for them or for the tasks they are performing as regular employers do. They do not complain as much as adults do because they believe their tender age unable them to make the right choice. Children cause less problems. It is important to note that many studies reveal that children often ask themselves many questions concerning their situations. Michel Bonnet's

writes in his remarkable book on the subject that "a single question haunts these children day and night: why? Why do I have to work so hard?

Why can't we go to work for some of the time, and to school for the rest? Why are employers so cruel? Why am I paid so little? Why is life so unfair to poor people?" And the author himself provides the answer: "What these children fear even more than their dangerous working conditions and beatings from their employers is to be 'thrown out' – to be excluded from employment in the same way that they are excluded from schools, hospitals, playgrounds – in short, they fear being excluded from life."

Working Children: Unprofitable For Business

The above section provides reasons for why working children constitute an asset for companies, and it was important to note that the phenomenon exists definitely because of some advantages.

The main purpose of this section is to prove that working children are unprofitable for businesses and that even though some advantages may exist, but on long term, disadvantages are prevailing. Moreover, most of the advantages analyzed from a different perspective constitute disadvantages.

1 – Boycotting and the Nike Case as an example:

Boycotting constitutes a major threat for international companies where losing sales because of child labor is more costly than employing adults are. Nike was boycotted by many developed countries such as the U.S.A. leading to not only a major decrease in sales for footballs made by children but also a major decrease in the value of the company's image, where an international company such as Nike is exploiting the underprivileged and the weak.

About half of the world's soccer balls are made in Pakistan; each one of them passes through a process of production where child labor is involved. This problem not only pertains to Pakistan but also is worldwide. More than 200 children, some as young as 4 and 5 years of age, are involved in the production line. "Nike is characterized of making its equipment in countries which are in the developing phase, having very cheap labor, authoritarian government and lack of human rights appeal and union movement. In doing this, it has made greater margins on the cost of mere cents to its workers. So Nike success story is not based on good name and advertising alone but also attached to it is the tears of tortured workers and child labor." The response to Nike's actions should be as follows:

Nike "not Just do it but Do it right."

Nevertheless, even if laws exist to prohibit the purchase of goods made by children, these laws are often violated because many production processes contain child labor but are not obvious. The manufacture and export of products often involves multiple layers of production and outsourcing, which can make it difficult to monitor who is performing labor at each step of the process. Extensive subcontracting can, intentionally or unintentionally hide the use of child labor.

It might have been profitable until this century to use and exploit children in factories for lower wages and cost advantages, but the increasing consumer awareness is definitely proving the opposite.

2- Lack of skills & Experience:

It might be true that some repetitive tasks are easy for children to perform, yet children are still not mentally developed enough to grasp what should be done as adults can. They are not able to cognitively evaluate what makes a good product and what does not. Moreover, children lack the proper experience in the workplace making them not flexible enough to react to situations where not the "routine tasks" are performed. All of this leading to having lower quality products and hence more costs on long-term basis.

3-Feedback Loops:

As it is widely known in business plans, feedback is a crucial step in Business plans and systems in companies ensuring the possibility for corrective actions in cases of loops in implementation. Moreover, it is also commonly known that feedback is mostly reported by employees at the ground level. In case of working children, feedback about what could be done better to achieve greater results lags far behind the normal reports done by adults, since children, as smart as they are, are not able to properly explain the status at the production level.

This leaves the company at a critical situation not knowing well enough what might go wrong in their production process On Time.

4-Managing working children:

As mentioned earlier, children are easier to manage because they just follow orders. More importantly, it is vital to understand that children have different psychological aspects than adults, especially that they are not mature enough to quickly grasp what should be done. Children, still in their growing stages, need more explaining and understanding than adults, their minds are still being in their way for development. Thus, children require more time for performing tasks and in our business world, time is money the fact that leads to an increase in costs.

Briefing on Tobacco Plantation & Working Children:

Tobacco is a major sector of the cultivated crops in Lebanon. It is mostly localized in the south of Lebanon, employing approximately 30,000 farmers, with a yearly production of 11,000 tons. Tobacco Plantation in Lebanon is regulated by the "semi autonomous government agency", the "Regie".

According to a study conducted by the CRI on the subject: "the government heavily subsidized tobacco cultivation at an annual cost of over US\$ 73.3 million of which 47 percent is a direct subsidy (1997).

The study also reveals that most of the working children in Tobacco cultivation are family aids and do not earn wages. Some of them join the workforce at the age of three, but mostly those laborers are 12 to 15 years old children.

The tasks the children perform are in accordance with their age. The bright side is that these activities are being only seasonally being performed during spring and summer.

The following table gives a brief overview of the different activities performed by children in the tobacco industry according to age.

Table 19: Nature of children's work by age group

Nature of work	Age-Group
Seedling plant & transplant	10-15 years
	16-20 years
Cultivation in the field	10-15 years
	16-20 years
Harvesting	10-15 years
	16-20 years
Leaves in steelheads	less than 5 years (4 heads)
	6-10 years (40-50 Heads)
	11-15 years (75-100 heads)
	More than 16
Drying	10-15 years
	older than 16
Packaging	Older than 15 years

Source:CRI, child Labor on Tobacco Plantation.

The number of working children in tobacco (7-14 years) reached 25 thousand children where only 10 percent are paid laborers. Most of these children work for an average of six hours a day.

Once more, it is crucial to note that the worst form of children's work in tobacco is the physical abuse, where some of the children state that they get beaten by their father if they fail to complete the work assigned to them. Not to mention that many risks are present in the tobacco plantation environment; being imposed to intense sunlight and high temperatures cause headaches and fever, unguarded dangerous equipment cause disability, waking up very early leads to tiredness and fatigue, poisoning insects may cause death.

The Effects Of Child Labor

Working children are prone to many hazards. Their immature and still-growing bodies are more vulnerable than adults' bodies to systemic damage, and their lack of experience makes them more susceptible to accidents and work-related sickness. The nature of some tasks harms children on many levels but basically on three: Physically, mentally and socially.

Despite their greater vulnerability, children are afforded no more protection than adults are—to the contrary, they essentially receive *less* protection, in that health and safety standards now in place have been formulated with adults in mind. Children are very curious by nature, and there were many machines in the factories that could easily mangle a young child.

Physically:

Working Children are exposed to physical, chemical, safety and ergonomics hazards, especially that their immunity system is not yet fully developed causing them much more harm than adults are. Children's minds are not mature enough to evaluate the dangers, and are not able to differentiate safe from dangerous actions. Children being exposed to chemical materials such as in factories of construction materials, paint, plastic and carpentry are prone to develop cancer in their lungs mainly due to the inhaling of the chemicals in the polluting air environment.

A study by the ILO in November 2005, "Hazardous child Labour in south Lebanon", reveals that around 30 factories employing children have no ventilation systems.

Moreover, the study reveals that over 26 factories are reluctant to the temperature levels inside the factories, mostly including bakeries and nylon productions. Another problem is exposure of children to electrical hazardous in tasks requiring the maintenance of electrical generators and cars.

Children working in mines often suffered respiratory problems from the dust and materials that floated through the air. This dust collected in their lungs and often killed them at an early age. Children working in agriculture face an alarming array of dangers. On a daily basis they may be exposed to carcinogenic pesticides, dramatically unsanitary conditions, heat-related illnesses, and hazardous equipment.

Therefore, other than the physical pain and the obvious health effects such as the heart palpitations, anemia, the inhaling of chemicals, the headaches and the dizziness, working children's physical development is harmed.

Mentally:

The long monotonous workday often bored the children, and when they got bored, they eventually wandered around the factory, which put them in a dangerous situation. Studies have

also linked depression in teenage workers to long hours of work in high-intensity; low skilled jobs—precisely the kind of labor undertaken by farm workers, such as children working in tobacco. The repetitive tasks the children perform make their mind develop much less than children going to school. These tasks limit their thinking abilities to some extent, and increase their depression, hopelessness and anxiety levels. They also weaken their memory, attention levels, energy, calculating skills, and reading and writing skills.

Children in different tasks suffer from different physical harms but the common ground is that children's health is being degraded in most times.

Finally, most of working children are subject to verbal abuse by employers, crashing their self-esteem and increasing their intimidation, fear and initiation levels. There is no doubt that abused children display more behavioral and emotional disorder than non -abused children. However, there is a widespread agreement of consistently high levels of aggression in abused children.

Socially:

Working children develop inappropriate social habits due to their simulation with adults in the workplace. They have shown a higher tendency to smoke, drink coffee, tea, and sometimes due

to the pressuring rhythm of making money to survive, they could develop drug addiction.

In conclusion, working children, lack social skills for a proper conversation, for understanding values and ethics and for personal development on personality levels.

Chapter V

Contributions & New Results

Studying the presence of child labor in the business world, and analyzing the findings of the questionnaire conducted on Lebanese children specifically, strengthened my stand on the issue.

The following points summarize major findings and results:

Financially:

- The phenomenon of street children constitutes a business sector by itself in Lebanon. Some people in Lebanon organize such activities as their sole business, taking advantage of poor children.
- Many industries in Lebanon rely heavily on working children. This is mainly due to the lower wages working children settle for. Most Lebanese children earn less than half of the minimum wage (49.5%).
- Tobacco plantation, especially in the south of Lebanon is a major sector employing children (25000 children workers). Those children are mainly family aids and do not earn wages.
- Child Labor, although in some aspects, constitutes cost advantages for corporations, the disadvantages are prevailing, as mentioned in details in chapter five. I

believe child labor is much more costly, especially that people's awareness concerning ethical standards is increasing, and companies' image is not to be compromised.

Most working children on the streets of Lebanon, belong to organized parties, where they are put in specific locations in the morning with a specified amount to be gathered during the day.

Socially & Ethically:

- Conducting the pilot test on 37 working children in the different regions of Lebanon, gave me a tangible view on the severity of the situation where those children's rights are violated in many aspects. Minimum Legal age is not respected in most industries.
- The high and ever increasing unemployment levels in Lebanon, are forcing poor families to send their children to work. 59% of working children's parents are unemployed.
- The worst Kind of child work includes children who are taken advantage of and used. 54.3% of children work for more than 36 hours a week

- Poverty is the main reason for the existence of child labor. The economical need urges some families to accept this fact as the only solution for survival.
- Working children grow up to become illiterate, poor individuals forced to send their children also to work, leading to a vicious circle of poverty and illiteracy.
- Most working children on the streets of Lebanon belong to poor families with more than an average of five children.
- Working children are affected negatively on many levels; physically, socially and mentally, harming their fragile immature bodies, especially when they are subject to physical abuse.

Chapter VI

Conclusions & Recommendations

A) Conclusions:

To conclude, I believe the causes for the presence of the phenomenon are obvious, mainly due to poverty when it comes to working children and to exploitation of the needy, weak and underprivileged when it comes to international corporations and organized groups.

Knowing these causes call for finding the proper solutions. It is true that the general economical conditions in Lebanon are critical but sending those children to work, does not promise a better future. On the contrary, it is elevating unskilled, illiterate children, growing up to remain in the same stressful status.

It is a misleading idea to think that globalization is at the root of child Labor, although international corporations act accordingly. Globalization of the world economy should represent a positive trend that will help to eliminate child labor, though foreign trade, international standards, sanctions and treaties.

Working children on the streets of Lebanon and in the different sectors show that our government and society still lack proper intervention not just to eliminate child labor, but at least to reduce the negative impacts of the phenomenon.

The following section summarizes my recommendations for better solutions.

B) Recommendations:

The public sector's role should accentuate on:

1. Stressing on the application of the rules and regulations concerning child labor and especially on the minimum required legal age.
2. Sanctioning companies that are violating the rules and rights concerning the legal aspects for child labor in Lebanon.
3. Proposing a solution for public schooling, with a special treatment and consideration for families with limited financial capabilities.
4. Incorporating awareness programs designed to limit the presence of the phenomenon with a highlight on the importance of education and the dangers of child labor.
5. Integrating special programs for unemployed parents, with social security services to prevent the main cause for child labor and preserve the future generations.
6. Allocating a special budget by the responsible ministries (Social Affairs, Interior affairs, Labor...) designed to increase the efforts in reducing or even eliminating child labor through financial help to the needy families.

7. The Street Children Unit in the ministry of Interior should enforce the legal articles concerning working children and should incorporate national programs with the coordination of public schools to prevent the problems before their incurrence. For example, public schools should report dropping out children and the MOL should deal with the problems instantly. The unit should also set proper programs ready to receive working children for rehabilitation.

The private sector's role should accentuate on:

1. Assimilating the contribution of private schools in educating a specified number of students every year.
2. Incorporating strict rules within each industry, where unions for the different sectors set strict regulations concerning child labor which will help limiting the phenomenon.
3. Seeking the financial and social help from religions and social institutions where child labor should present a main goal on their agenda to ameliorate the conditions of Lebanese needy children and future generations.
4. Increasing people's awareness concerning children's rights and priorities through pre-marriage and post marriage awareness where individuals are educated about their responsibilities towards their present or future

children. A long term view should be highlighted concerning the well being of children and parents' roles.

5. Increasing the efforts to stress on the importance of the subject will help to reduce delinquency especially that the conditions of Lebanese prisons are appalling, in addition to the high costs that the government should incorporate and the obliteration of individuals' future.
6. Trying harder to communicate the findings of the studies concerning child labor with the Lebanese Government and the Lebanese society. Communicating those findings will induce better solutions, such as establishing organizations responsible for helping needy families and suffering children. Increasing awareness on the phenomenon will help educate the society on the matter and hence leads to governmental actions.

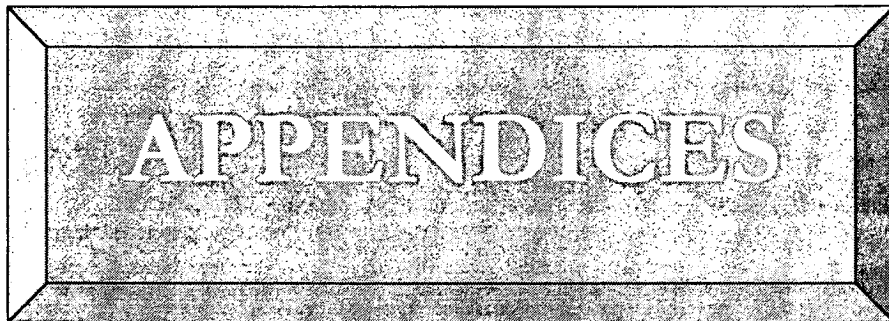
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APPENDICES

Appendix A
Child Labor
Questionnaire conducted During May 2006
By Cendrella K, Mjaes
Pilot Testing on 37 working children

1- Name: -----

2- Age: < 9 10-14 15-18

3- Working region and occupation: -----

Place of Residence:-----

4- Number of children in the family: < 4 5- 8 >8

5- Parent working:

YES NO

6- Did u:

Choose to work Have to work

7- If you were not working what would like to be doing?

8- Did you attend School?

YES NO

9- If yes at what age did you quit?

< 9 10-14 15-18

10- Do u keep the money you earn?

YES NO

11- If no, to whom do you give the money?

12- Is there a specific sum you have to gather each day from street work? Specify.

YES NO

13-Do u get physically abused at home or by your employer? If yes, explain how:

14- At what time do u start working and at what time do u finish?

Appendix B ILO Conventions

C138 Minimum Age Convention, 1973

Convention concerning Minimum Age for Admission to Employment (Note: Date of coming into force: 19:06:1976.)

Convention:C1 38

Place:Geneva

Session of the Conference:58

Date of adoption:26:06:1 973

Subject classification: Elimination of Child Labour

Subject classification: Minimum Age

Subject classification: Admission to Employment

Subject: Elimination of Child Labour and Protection of Children and Young Persons

Display the document in: French Spanish

Status: Up-to-date instrument This instrument is one of the fundamental conventions.

The General Conference of the International Labour Organisation, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fifty-eighth Session on 6 June 1973, and Having decided upon the adoption of certain proposals with regard to minimum age for admission to employment, which is the fourth item on the agenda of the session, and Noting the terms of the Minimum Age (Industry) Convention, 1919, the Minimum Age (Sea) Convention, 1920, the Minimum Age (Agriculture) Convention, 1921, the Minimum Age (Trimmers and Stokers) Convention, 1921, the Minimum Age (Non-Industrial Employment) Convention, 1932, the Minimum Age (Sea) Convention (Revised), 1936, the Minimum Age (Industry) Convention (Revised), 1937, the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, the Minimum Age (Fishermen) Convention, 1959, and the Minimum Age (Underground Work)

Convention, 1965, and Considering that the time has come to establish a general instrument on the subject, which would gradually replace the existing ones applicable to limited economic sectors, with a view to achieving the total abolition of child labour, and Having determined that these proposals shall take the form of an international Convention, adopts this twenty-sixth day of June of the year one thousand nine hundred and seventy-three the following Convention, which may be cited as the Minimum Age Convention, 1973:

Article 1

Each Member for which this Convention is in force undertakes to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons.

Article 2

1. Each Member which ratifies this Convention shall specify, in a declaration appended to its ratification, a minimum age for admission to employment or work within its territory and on means of transport registered in its territory; subject to Articles 4 to 8 of this Convention, no one under that age shall be admitted to employment or work in any occupation.

2. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office, by further declarations, that it specifies a minimum age higher than that previously specified.

3. 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.

4. Notwithstanding the provisions of paragraph 3 of this Article, a Member whose economy and educational facilities are insufficiently developed may, after consultation with the

organisations of employers and workers concerned, where such exist, initially specify a minimum age of 14 years.

5. Each Member which has specified a minimum age of 14 years in pursuance of the provisions of the preceding paragraph shall include in its reports on the application of this Convention submitted under article 22 of the Constitution of the International Labour Organisation a statement—

(a) that its reason for doing so subsists; or

(b) that it renounces its right to avail itself of the provisions in question as from a stated date.

Article 3

1. The minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years.

2. The types of employment or work to which paragraph 1 of this Article applies shall be determined by national laws or regulations or by the competent authority, after consultation with the organisations of employers and workers concerned, where such exist.

3. Notwithstanding the provisions of paragraph 1 of this Article, national laws or regulations or the competent authority may, after consultation with the organisations of employers and workers concerned, where such exist, authorise employment or work as from the age of 16 years on condition that the health, safety and morals of the young persons concerned are fully protected and that the young persons have received adequate specific instruction or vocational training in the relevant branch of activity.

Article 4

1. In so far as necessary, the competent authority, after consultation with the organisations of employers and workers concerned, where such exist, may exclude from the application of this Convention limited categories of employment or work in

respect of which special and substantial problems of application arise.

2. Each Member which ratifies this Convention shall list in its first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation any categories which may have been excluded in pursuance of paragraph 1 of this Article, giving the reasons for such exclusion, and shall state in subsequent reports the position of its law and practice in respect of the categories excluded and the extent to which effect has been given or is proposed to be given to the Convention in respect of such categories.

3. Employment or work covered by Article 3 of this Convention shall not be excluded from the application of the Convention in pursuance of this Article.

Article 5

1. A Member whose economy and administrative facilities are insufficiently developed may, after consultation with the organisations of employers and workers concerned, where such exist, initially limit the scope of application of this Convention.

2. Each Member which avails itself of the provisions of paragraph 1 of this Article shall specify, in a declaration appended to its ratification, the branches of economic activity or types of undertakings to which it will apply the provisions of the Convention.

3. The provisions of the Convention shall be applicable as a minimum to the following:

mining and quarrying; manufacturing; construction; electricity, gas and water; sanitary services; transport, storage and communication; and plantations and other agricultural undertakings mainly producing for commercial purposes, but excluding family and small- scale holdings producing for local consumption and not regularly employing hired workers.

4. Any Member which has limited the scope of application of this Convention in pursuance of this Article--

(a) shall indicate in its reports under Article 22 of the Constitution of the International Labour Organisation the general position as regards the employment or work of young persons and children in the branches of activity which are excluded from the scope of application of this Convention and any progress which may have been made towards wider application of the provisions of the Convention;

(b) may at any time formally extend the scope of application by a declaration addressed to the Director-General of the International Labour Office.

Article 6

This Convention does not apply to work done by children and young persons in schools for general, vocational or technical education or in other training institutions, or to work done by persons at least 14 years of age in undertakings, where such work is carried out in accordance with conditions prescribed by the competent authority, after consultation with the organisations of employers and workers concerned, where such exist, and is an integral part of— (a) a course of education or training for which a school or training institution is primarily responsible;

(b) a programme of training mainly or entirely in an undertaking, which programme has been approved by the competent authority; or

(c) a programme of guidance or orientation designed to facilitate the choice of an occupation or of a line of training.

Article 7

1. National laws or regulations may permit the employment or work of persons 13 to 15 years of age on light work which is—

(a) not likely to be harmful to their health or development; and

(b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received.

2. National laws or regulations may also permit the employment or work of persons who are at least 15 years of age but have not yet completed their compulsory schooling on work which meets the requirements set forth in sub-paragraphs (a) and (b) of paragraph 1 of this Article.

3. The competent authority shall determine the activities in which employment or work may be permitted under paragraphs 1 and 2 of this Article and shall prescribe the number of hours during which and the conditions in which such employment or work may be undertaken.

4. Notwithstanding the provisions of paragraphs 1 and 2 of this Article, a Member which has availed itself of the provisions of paragraph 4 of Article 2 may, for as long as it continues to do so, substitute the ages 12 and 14 for the ages 13 and 15 in paragraph 1 and the age 14 for the age 15 in paragraph 2 of this Article.

Article 8

1. After consultation with the organisations of employers and workers concerned, where such exist, the competent authority may, by permits granted in individual cases, allow exceptions to the prohibition of employment or work provided for in Article 2 of this Convention, for such purposes as participation in artistic performances.

2. Permits so granted shall limit the number of hours during which and prescribe the conditions in which employment or work is allowed.

Article 9

1. All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority to ensure the effective enforcement of the provisions of this Convention.

2. National laws or regulations or the competent authority shall define the persons responsible for compliance with the provisions giving effect to the Convention.

3. National laws or regulations or the competent authority shall prescribe the registers or other documents which shall be kept and made available by the employer; such registers or documents shall contain the names and ages or dates of birth, duly certified wherever possible, of persons whom he employs or who work for him and who are less than 18 years of age.

Article 10

1. This Convention revises, on the terms set forth in this Article, the Minimum Age (Industry) Convention, 1919, the Minimum Age (Sea) Convention, 1920, the Minimum Age (Agriculture) Convention, 1921, the Minimum Age (Trimmers and Stokers) Convention, 1921, the Minimum Age (Non-Industrial Employment) Convention, 1932, the Minimum Age (Sea) Convention (Revised), 1936, the Minimum Age (Industry) Convention (Revised), 1937, the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, the Minimum Age (Fishermen) Convention, 1959, and the Minimum Age (Underground Work) Convention, 1965.

2. The coming into force of this Convention shall not close the Minimum Age (Sea) Convention (Revised), 1936, the Minimum Age (Industry) Convention (Revised), 1937, the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, the Minimum Age (Fishermen) Convention, 1959, or the Minimum Age (Underground Work) Convention, 1965, to further ratification.

3. The Minimum Age (Industry) Convention, 1919, the Minimum Age (Sea) Convention, 1920, the Minimum Age (Agriculture) Convention, 1921, and the Minimum Age (Trimmers and Stokers) Convention, 1921, shall be closed to further ratification when all the parties thereto have consented to such closing by ratification of this Convention or by a declaration communicated to the Director-General of the International Labour Office.

4. When the obligations of this Convention are accepted--
(a) by a Member which is a party to the Minimum Age (Industry) Convention (Revised), 1937, and a minimum age of not less

than 15 years is specified in pursuance of Article 2 of this Convention, this shall ipso jure involve the immediate denunciation of that Convention,

(b) in respect of non-industrial employment as defined in the Minimum Age (Non-Industrial Employment) Convention, 1932, by a Member which is a party to that Convention, this shall ipso jure involve the immediate denunciation of that Convention,

(c) in respect of non-industrial employment as defined in the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937, by a Member which is a party to that convention, and a minimum age of not less than 15 years is specified in pursuance of Article 2 of this Convention, this shall ipso jure involve the immediate denunciation of that Convention, (d) in respect of maritime employment, by a Member which is a party to the Minimum Age (Sea) Convention (Revised), 1936, and a minimum age of not less than 15 years is specified in pursuance of Article 2 of this Convention or the Member specifies that Article 3 of this Convention applies to maritime employment, this shall ipso jure involve the immediate denunciation of that Convention,

(e) in respect of employment in maritime fishing, by a Member which is a party to the Minimum Age (Fishermen) Convention, 1959, and a minimum age of not less than 15 years is specified in pursuance of Article 2 of this Convention or the Member specifies that Article 3 of this Convention applies to employment in maritime fishing, this shall ipso jure involve the immediate denunciation of that Convention, (f) by a Member which is a party to the Minimum Age (Underground Work) Convention, 1965, and a minimum age of not less than the age specified in pursuance of that Convention is specified in pursuance of Article 2 of this Convention or the Member specifies that such an age applies to employment underground in mines in virtue of Article 3 of this Convention, this shall ipso jure involve the immediate denunciation of that Convention, if and when this Convention shall have come into force.

5. Acceptance of the obligations of this Convention--

- (a) shall involve the denunciation of the Minimum Age (Industry) Convention, 1919, in accordance with Article 12 thereof,
- (b) in respect of agriculture shall involve the denunciation of the Minimum Age (Agriculture) Convention, 1921, in accordance with Article 9 thereof,
- (c) in respect of maritime employment shall involve the denunciation of the Minimum Age (Sea) Convention, 1920, in accordance with Article 10 thereof, and of the Minimum Age (Trimmers and Stokers) Convention, 1921, in accordance with Article 12 thereof, if and when this Convention shall have come into force.

Article 11

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 12

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratifications has been registered.

Article 13

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period often years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 14

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 15

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 16

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 17

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:

a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 13 above, if and when the new revising Convention shall have come into force;

b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 18

The English and French versions of the text of this Convention are equally authoritative.

For further information, please contact the International Labour Standards Department (NORMES) at Tel: +41.22.799.7149, Fax: +41 .22.799.71 39 or by email: (Copyright © 2005 International Labour Organization ,ILO)

C182 Worst Forms of Child Labour Convention, 1999

Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Note:

Date of coming into

force: 19:11:2000)

Convention:C1 82

Place:Geneva

Session of the Conference:87

Date of adoption:17:06:1999

Subject classification: Elimination of Child Labour

Subject classification: Children and Young Persons

Subject: Elimination of Child Labour and Protection of Children and Young Persons

Display the document in: F p.cji

Status: Up-to-date instrument This instrument is one of the fundamental conventions.

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 87th Session on 1 June 1999, and Considering the need to adopt new instruments for the prohibition and elimination of the worst forms of child labour, as the main priority for national and international action, including international cooperation and assistance, to complement the Convention and the Recommendation concerning Minimum Age for Admission to Employment, 1973, which remain fundamental instruments on child labour, and Considering that the effective elimination of the worst forms of child labour requires immediate and comprehensive action, taking into account the importance of free basic education and the need to remove the children concerned from all such work and to provide for their rehabilitation and social integration while addressing the needs of their families, and Recalling the resolution concerning the elimination of child labour adopted by the International Labour Conference at its 83rd Session in 1996, and Recognizing that

child labour is to a great extent caused by poverty and that the long-term solution lies in sustained economic growth leading to

social progress, in particular poverty alleviation and universal education, and Recalling the Convention on the Rights of the Child adopted by the United Nations General Assembly on 20 November 1989, and Recalling the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour Conference at its 86th Session in 1998, and Recalling that some of the worst forms of child labour are covered by other international instruments, in particular the Forced Labour Convention, 1930, and the United Nations Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1956, and Having decided upon the adoption of certain proposals with regard to child labour, which is the fourth item on the agenda of the session, and Having determined that these proposals shall take the form of an international Convention; adopts this seventeenth day of June of the year one thousand nine hundred and ninety-nine the following Convention, which may be cited as the Worst Forms of Child Labour Convention, 1999.

Article 1

Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter-of-urgency.

Article 2

For the purposes of this Convention, the term child shall apply to all persons under the age of 18.

Article 3

For the purposes of this Convention, the term the worst forms of child labour comprises:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- (d) 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.

Article 4

The types of work referred to under Article 3(d) shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, taking into consideration relevant international standards, in particular Paragraphs 3 and 4 of the Worst Forms of Child Labour Recommendation, 1999.

The competent authority, after consultation with the organizations of employers and workers concerned, shall identify where the types of work so determined exist.

The list of the types of work determined under paragraph 1 of this Article shall be periodically examined and revised as necessary, in consultation with the organizations of employers and workers concerned.

Article 5

Each Member shall, after consultation with employers' and workers' organizations, establish or designate appropriate

mechanisms to monitor the implementation of the provisions giving effect to this Convention.

Article 6

1. Each Member shall design and implement programmes of action to eliminate as a priority the worst forms of child labour.
2. Such programmes of action shall be designed and implemented in consultation with relevant government institutions and employers' and workers' organizations, taking into consideration the views of other concerned groups as appropriate.

Article 7

1. Each Member shall take all necessary measures to ensure the effective implementation and enforcement of the provisions giving effect to this Convention including the provision and application of penal sanctions or, as appropriate, other sanctions.
2. Each Member shall, taking into account the importance of education in eliminating child labour, take effective and time-bound measures to:
 - (a) prevent the engagement of children in the worst forms of child labour;
 - (b) provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration;
 - (c) ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour;
 - (d) identify and reach out to children at special risk; and
 - (e) take account of the special situation of girls.
3. Each Member shall designate the competent authority responsible for the implementation of the provisions giving effect to this Convention.

Article 8.

Members shall take appropriate steps to assist one another in giving effect to the provisions of this Convention through enhanced international cooperation and/or assistance including support for social and economic development, poverty eradication programmes and universal education.

Article 9

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 10

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.
2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 11

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period

of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 12

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

Article 13

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

Article 14

such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 15

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides --

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article II above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 16

The English and French versions of the text of this Convention are equally authoritative.

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Appendix C

Workplace Hazards

Workplace Hazards

Table A4-1: Observations about workplaces where boys and girls work in Lebanon

Study	Occupation/ workplace	Observations/ Potential hazards
Medicine 1 (1995)	Street	Injuries (Vehicles/ Bullying/ Fighting) Air pollution Weather elements
Ballout et al. (1995)	Mixed (urban/ rural; small industries, agriculture, groceries).	32%: mechanical, heat, and chemical hazards 25%: heat, humidity, sub-optimal light and ventilation, noise 48% find their work exhausting and 24% difficult Chemical hazards
CR1 (2002)	Tobacco plantations	Small, dirty and dusty work areas (for threading and drying) Weather elements/ Insect and snake bites (field activities) Injuries (field and while threading) Chemical hazards (including tobacco leaf nicotine)
PID (2002)	Textile and Shoe industry	29% reported an injury 52% noise 38% odors 81% repetitive motion 86% cold in winter 76% hot in summer Chemical hazards
Nuwayhid et al. (1998)	Small industrial establishments (mechanics, painting, carpentry, autobody repair)	Most of them: Lack of sanitary hygienic facilities. Poor to fair general ventilation and illumination. Poor general hygiene and housekeeping. Chemical hazards. Noise. Injury/ safety hazards.
Nuwayhid et al. (2001)	Auto body repair, mechanics, oil and tires, furniture painting, barbershop, restaurant, butchery	64%: Fair-to-poor illumination 90%: Fair-to-poor noise (the main source of noise was mostly from outside (traffic, nearby shops)). Ventilation was fair-to-poor in the majority of shops, especially the furniture-painting and auto body repair. No spray booths existed. Vibrating tools in 8 out of 10 furniture-painting shops.

Gender, Education and Child Labor
In Lebanon - A concept paper
Final Report - March 3, 2004