

TOOL



THE ALLIANCE
FOR CHILD PROTECTION
IN HUMANITARIAN ACTION

CHILD LABOUR RISK MATRIX¹

A risk matrix is a case management tool that caseworkers and their supervisors can use during the assessment of an individual child in or at risk of child labour. The risk matrix can help determine the level of risk a child faces and subsequently help prioritise actions to take. In this process, it is important to consider not only the hazards associated with child labour, but also other risk and protective factors in a child's life.

This risk matrix tool is an example based on the international legal framework and some of the most common risk and protective factors. Quality case management services require that a risk matrix is always developed in the local context, between key case management partners, based upon:

- national child labour and child protection legislation and policy;
- common risks, vulnerabilities and protective factors of children in context; (see Tool “Risk and Protective Factors”)
- the nature of the work, including:
 - the likelihood that children are exposed to harm;
 - the frequency of exposure to harm;
 - how a child is exposed; (see Tool “Children are Not Little Adults”)
 - the severity of the effect (e.g. some substances may cause irritation while others cause more serious illnesses such as cancer).

A context-specific risk matrix can be more detailed or more simplified than this sample tool, depending on the context and case management capacity in the local crisis context. Individual agencies should develop their own risk matrix based on their case management eligibility criteria e.g. the type of cases they can support based on time, resources and level of expertise. Above all, a risk matrix must always be designed as a practical tool for case workers.

¹ This sample child labour risk matrix is based on risk matrices developed by the global Child Labour Task Force in collaboration with partners in Turkey and Myanmar in 2018-2019

RISK LEVEL

HIGH RISK

Children in the worst forms of child labour.
Children are likely to be seriously harmed or injured, permanently impaired, killed or subjected to immediate and ongoing sexual or physical abuse or trafficking if left in his/her present circumstances without protective intervention.
Children who need urgent support including medical care, psychosocial support and legal/justice services.

MEDIUM RISK

Children in child labour or at risk of entering worst forms of child labour. Intervention is necessary because the child is likely to suffer some degree of harm without an effective intervention. However, there is no evidence that the child is at risk of imminent serious injury or death.

LOW RISK

Children in permissible forms of light work or decent work, and who meet the minimum legal age for this type of work.
Children are safe at home without protection concerns.
Potential risks for school drop-out or child labour.

FOLLOW-UP TIMEFRAME

Urgent response and frequent follow-up are required. Intervention should ideally be done before leaving the child; if not, it should be done within 24 to 48 hours. The child receives follow-up twice per week at minimum of more often if needed. Practitioners to report immediately to supervisor.

Response and follow-up are required. Recommended response is within three to five days with weekly follow-up.

Preventive response with monitoring is required, or the child is no longer a medium risk but monitoring is required to ensure that harm has been removed and to check the positive wellbeing of the child. Recommended response is within ten days with follow-up every two weeks to one month.

VULNERABILITY FACTORS INFLUENCING RISK

Children under 18 in the worst forms of child labour.
Children under the age of 15 years in hazardous labour (see below; agree this locally).
Children between the ages of 15 and 18 in hazardous labour facing immediate life-threatening danger (agree this locally).
Children who experience sexual and physical violence
Children in child labour under eight years (agree this locally).
Children in child labour under 13 or 14 years with no caregiver (agree this locally).
Children in child labour with a severe medical condition or impairment (physical difficulty, mental illness).
Children in child labour with a vulnerable caregiver or impairment (physical difficulty, mental illness).
Children previously associated with armed forces and groups.
Children in child labour who are in a child-headed household.
Children in child labour who are abused or neglected by a caregiver.
Children in child labour in conflict with the law.
Children where there are suspicions of early/forced marriage.
Children in alternative care.

Children at risk of WFCL.
Children in child labour aged above 13 to 14 years with no caregiver (agree this locally).
Children in child labour with a vulnerable care arrangement (vulnerable caregivers, high number of young children in household, marginalisation from gender or ethnicity).
Children are in alternative care.
Children often left to look after themselves or are undertaking tasks beyond their developmental capacity.
Children under 14 in child labour with no additional protection issues (agree this locally).
Children between 15 and 18 years in hazardous work.
If the additional factors are present, increase medium risk to high risk:
children are afraid to go home
a person causing harm has access to the children and significant caregivers are not protective
the family is about to relocate (particularly relevant to displaced populations)
children have no registration/ documentation.
Children have one parent or no parents; mother or father (or both) cannot be identified; children have been abandoned or neglected by their parents; children have no guidance and are exposed to social risks.

Working children exposed to minimal risk under the allowable minimum working age.
Children working after school and at weekends over the allowable number of hours but exposed to minimal risk.
At risk of child labour:
Parents are threatening to send the children to work.
Children aged over 14 are working in a safe environment with little exposure to harm (agree this locally).
Out-of-school children (who are not in child labour) without other protection issues.
Children recently dropped out of school/regularly missing school.
Family already has children in child labour or WFCL.
Lack of access to quality education in locations of displacement.
Lack of access to secondary school in locations of displacement.
Children whose caregivers do not have employment or livelihoods opportunities.

CONDITIONS OF WORK THAT INFLUENCE RISK

Potential harm includes death, permanent impairment, and/or serious injury requiring hospital treatment (fracture, amputation, chronic ill health).

Children are deprived of any access to learning, education and age-appropriate training.

Children under the age of 18 years who work for more than eight hours a day and up to/over 40 hours a week (base on local legislation).

Children between the ages of 15 and 18 years who work for more than seven hours a day and 35 hours a week (base on local legislation).

Children working between 6/8pm and 6am at night (base on local legislation).

Jobs carried out in environments that are noisy, extremely hot or cold, or have a lot of vibration.

Jobs with materials that are harmful to health or lead to occupational illnesses.

Jobs that may expose children to radioactive and radiological materials or harmful rays.

Jobs that use electrically powered machinery.

Jobs that require extra vigilance and/or continuous standing up or uncomfortable positions.

Jobs where salary is paid on commission or a bonus system.

Jobs where children cannot go home to their family at the end of work (excluding jobs which are for the purposes of permissible education).

Children under 18 years who do not get a period of __ hours' continuous rest from work in a 24-hour period.

Rest periods which are not:

- __ minutes' rest in work period of __ hours
- Intermittent rests in a work period of __ hours in a day, and a __ minute rest in the middle of the workday (based on local legislation).

Potential harm includes minor/moderate injury requiring first aid or medical treatment (bruise, laceration).

Children are denied access to learning, or are obliged to manage school and work at the same time.

Children under the age of 15 years who work for more than __ hours a day and more than __ hours a week in total (base on local legislation).

Children between the ages of 15 and 18 years who work for more than __ hours a day and no more than __ hours a week (base on local legislation).

Rest periods which are not (base on local legislation):

- __ minutes' rest in work period of __ hours
- Intermittent rests in a work period of __ hours in a day and a __ minutes' rest in the middle of the workday.

Potential harm includes minor injury requiring first aid only or a non-injury incident.

Jobs that will probably not have a harmful effect on children's development or health and safety.

Jobs that do not prevent children continuing or participating in education, vocational learning, or age-appropriate training.

During the school term a child of between __ and __ years is working no more than two hours per day and ten hours per week, outside of school/learning instruction.

WORK OR JOB TYPE BY NATURE OF INDUSTRIES TYPICAL OF LEVELS OF RISK

The worst forms of child labour:

- Slavery, including the sale and trafficking of children, debt bondage, serfdom, forced labour, recruitment and use of children in armed conflict
- Sexual exploitation (prostitution, pornography)
- Using children in illicit activities such as drug trafficking and begging.
- Hazardous work (see below)

Hazardous work types (Use the national hazardous work list if available – or contextualise this list in the local context)

1. Construction and repair of buildings, walls, dams, roads, railways, surfaces, underground or underwater construction/demolition (such as tunnels, bridges, ports, drains); the preparation, manufacturing, application or work with building materials such as lime, concrete, asphalt, asbestos, cement, asbestos dust; earthworks including digging or breaking the ground; works performed at heights entailing considerable risk of falling; carrying heavy loads, including bricks.
2. Agricultural work with agrochemicals (pesticides and fertilisers); at heights or considerable exposure to risk or injury; seasonal agriculture.
3. Jobs connected to drilling, mining or prospecting.
4. Jobs underground, underwater or in water, at depth or pressure, or with compressed air.
5. Street work; selling items on street, e.g. flowers; begging – organised and forced.
6. Jobs connected to quarrying and clay industries and other dusty works.
7. Jobs connected to metal work and industrial heavy metals and goods, production and manufacturing, including casting, welding, plating, etc.
8. Jobs connected to wood/timber production and manufacturing, including forestry and logging.
9. Jobs connected to the production and use of chemicals, acids and other toxic substances, toxins, carcinogens, etc.
10. Jobs in the production, manufacturing and workshops of textiles, leather, skins and carpets, including spinning, weaving, wool, cotton, rags, fishing nets, string, cord, rope, bird and animal hair and feathers.
11. Jobs connected to tobacco and alcohol production and wholesale or addictive materials.
12. Work in fisheries and seafood processing.
13. Manufacturing and repairing radios and electrical and electronic appliances.
14. Production, use and sale of flammable, explosive and dangerous materials, e.g. fireworks, dynamite, etc.
15. Jobs in the transport.
16. Glass, silica and rubber industries.
17. Work around fire (ovens, furnaces and chimney sweeping).
18. Work around waste products, e.g. garbage disposal, recycling, sewage works and treatment, animal by-products (manure, production processing of bones, horn, nails and animal blood).
19. Repair or manufacturing of motorised transport vehicles, ships, aircraft, barges.
20. Work performed in laundries.
21. Work with wild, dangerous or poisonous animals.
22. Jobs in the food and beverages sector where alcohol is sold.
23. Carrying, bagging, barrelling, stacking and similar jobs where more than 10kg is to be lifted without supportive equipment.

This list must only be considered legal if the above conditions are in place regarding age, number of hours worked, rest breaks, exposure to hazards, etc. If these are not in place or the above conditions or vulnerability factors indicate the child is in a high-risk situation, appropriate action should be taken.

1. Drying, processing or preserving fruit, vegetables, meat and fish.
2. Agricultural work that does not use pesticides/fertilisers or have considerable exposure to risk or injury, including tending small livestock.
3. Production of household items which do not involve harmful substances or processes, e.g. brooms, buttons, decorations, chests, baskets, clothing, sacks, etc.
4. Service sector jobs, not including places with alcohol sales in shops and stores.
5. Office jobs and jobs assisting in offices.
6. Service sector jobs apart from in places where alcohol is sold.
7. The production of foodstuffs and various trade jobs.
8. Carrying, bagging, barrelling, stacking and similar jobs of loads of no more than 10kg to be lifted without equipment.
9. The manufacture and repair of small non-motorised boats not including painting and varnishing.
10. Supporting (auxiliary) jobs in the construction and repair of buildings, walls, terraces, dams, roads and railways.
11. Jobs in markets, including fish markets.
12. Jobs in transport, e.g. taxi/ rickshaw/bus.

This list must only be considered legal if the above conditions are in place regarding age, number of hours worked, rest breaks, exposure to hazards, etc. If these are not in place or the above conditions or vulnerability factors indicate the child is in a high-risk situation, appropriate action should be taken.

1. Jobs picking fruit, vegetables and flowers, with conditions which do not have the potential to endanger children (through falls, injuries, pesticides, fertilisers, weather).
2. Jobs assisting in small animal farming.
3. Sales jobs: assisting in office services; distributing or selling newspapers and magazines; sales jobs in bakers' or grocers' food stands or alcohol-free restaurants.
4. Jobs assisting in recreation centres and activities, sports facilities, etc.

CASE MANAGEMENT ACTIONS

HIGH RISK

Immediate action and referral required. Ideally, intervention should be done before leaving the child. If not, initial assessment focusing on safety and basic needs should be done within 24 to 48 hours.

Report immediately to supervisor.

If child is under the age of 14/15 years, aim for immediate removal.

Full assessment and planning to be completed within a week.

Essential services to be tailored to needs of individual children and families. Provide additional support and flexibility where needed to ensure services are delivered successfully. This is decided in context but can include:

- Child protection case management by trained child protection workers, including referrals to specialised and other services such as education, food and income support, health.
- Mental health and psychosocial support.
- Peer/group/life skills activities.
- Health and medical treatment.
- Mediation with employers and/or parents, and regular follow-up.
- Family tracing and reunification.
- Liaison with security / law enforcement / legal professionals / community leaders.
- Prioritise family/child for registration if lacking.
- Arrange temporary care if necessary.
- Referral to specialised livelihoods/economic strengthening assistance for older children in WFCL and their caregivers.
- Opportunities to strengthen families and caregivers.
- Referral to flexible education and learning opportunities for children and parents including technical or vocational opportunities.

Children should ideally receive twice-weekly follow-up visits by a case worker. Where this is not possible, conduct weekly in-person visits by an assigned case worker, and use monitoring by other means such as phone calls, monitoring the use of services and community-based monitoring.

Focus on building relationships that develop trust and safeguard children's welfare by reducing exposure to life-threatening hazards in the short term (where multiple hazards exist, focus on the most serious) until a long-term plan including case management, integration into learning and economic assistance/livelihoods can be put in place.

Where children can't or won't be removed, seek to transfer the children to a safer task within the workplace or reduce the number of hours they work. Where this is not possible, seek temporary leave from work or for the work to terminate voluntarily with the support of the family.

Seek legal counsel or assistance from law enforcement and/or other legal professionals to support removal.

Seek advice from the ILO, industry experts, unions, confederations, or other NGO partners on making work safer for appropriately aged children.

MEDIUM RISK

Immediate action and referral required where conditions indicate children are in high-risk situations. Follow high-risk actions in this case.

Case assessment within __ days and case planning within __ days/weeks (agree this locally).

Services can include:

- Child protection case referrals to specialised and other broad-based services such as education, food and livelihoods support, health, education, non-formal learning, psychosocial support, etc.
- Family and community-based monitoring and support.
- Mediation with families and other employers.
- Prioritise family/child for registration if lacking.
- Referral to technical vocational education and training, economic strengthening, livelihoods assistance for families and older children.
- Opportunities to strengthen families and caregivers.
- Psychosocial support (peer/group/life skills activities).
- Health and medical support.
- Support with modifications to the home to increase accessibility for family members with disability.

Children should receive follow-up every week (in the beginning) and every two weeks once a stable case plan is in place. If weekly visits are not possible, conduct visits in person every two weeks and monitoring by other means, e.g. remotely, community-based protection, phone calls, monitoring the use of services, attendance at school and visits by other responsible persons.

Focus on preventing the work that children are already engaged in from becoming more harmful or a WFCL.

Focus on strengthening children's welfare by reducing exposure to harmful hazards and threats in the short term (where multiple hazards exist, focus on the most serious), until a long-term plan including referral, case management where needed, integration into learning and economic assistance can be put in place.

Where children can't or won't be removed, seek to transfer children to a safer task within the workplace or reduce the number of hours they work. Where this is not possible, seek temporary leave from work or for the work to terminate voluntarily/with the support of the family.

Seek legal counsel or assistance from law enforcement and/or other legal professionals to support removal.

LOW RISK

Prioritisation for preventive services such as registration or documentation processes, access to humanitarian assistance, ration cards, etc.

Conduct case assessment, registration, and case planning within one month, including any necessary referrals.

Conduct family and community-based monitoring by community or youth workers.

Provide information and awareness-raising to caregivers and community members.

Promote children's access to services through referrals to broad-based services such as livelihoods/food security/economic strengthening support, health, education, learning, PSS, and group activities/peer support opportunities, etc.

Update mapping of available services and activities provided by partners or other INGOs.

Prioritise family/child for registration if lacking.

Children should receive follow-up once a month. If this is not possible, conduct less frequent in-person visits and monitor through other means such as visits by other responsible persons/community/youth workers, monitoring the use of services, phone calls, attendance at school, etc.