

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

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## CHILD LABOR: FACING THE TWENTY-FIRST CENTURY\*\*

### 1. INTERNATIONAL

*Breaking down the wall of silence: how to combat child labour.* Brussels, Belgium. International Confederation of Free Trade Unions. (Rue Montagne aux Herbes Potageres, 37-41, 1000 Brussels). 1986. 60 pp. Contact publisher for price information.

Recession and poverty will compel parents to send ever younger children looking for jobs, and employers eager for quick money will continue to employ them, in spite of legislation making employment of children below a certain age, varying from 12 to 16, illegal in most countries. As early as 1919, the International Labour Organization (ILO) looked at this question and adopted a minimum age Convention for industrial work. It was fixed at 14 years as the minimum age for admission to employment. The most recent ILO Convention (No. 138) fixes the minimum age for children's employment at 15. The International Confederation of Free Trade Unions (ICFTU) is pushing for worldwide standards and national measures that can protect children against exploitation and abuse and which once adopted can be put into effect. This report describes the appalling conditions under which so many children have to work, and it examines the consequences of child labor both for the children themselves and for society at large.

*Child labour: law and practice.* Geneva 22, Switzerland. International Labour Organisation (CH-1211). (ILO Publications Center, 49 Sheridan Ave., Albany, NY 12210). 1991. 224 pp. (*Conditions of work digest*, vol. 10, no. 1). \$39.00.

This six-part volume considers contrasting views and strategies for combating child labor in very poor countries, national legislation on the minimum age for admission to employment with respect to international standards, and problems relating to the enforcement of existing child labor legislation.

*Combating child labour.* Edited by Assefa Bequele and Jo Boyden. Geneva 22, Switzerland. International Labour Organisation (CH-1211). (ILO Publications Center, 49 Sheridan Ave., Albany, NY 12210). 1988. 226 pp. \$24.00.

This book focuses on child labor in industrial sectors of Egypt, Columbia, Peru, the Philippines, India, Brazil, Kenya, and Hong Kong. Programs

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\*\* Items on this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

geared to combating child labor in several of these countries and their policy implications are discussed. A synthesis of the case studies included in this volume appears in an article by the same authors called "Working children: current trends and policy responses" (*International Labour Review*, March-April 1988, pp. 153-172. \$10.50).

*Seminar on ways and means of achieving the elimination of the exploitation of child labour in all parts of the world.* Geneva, Switzerland. United Nations. 1986. 42 pp. (ST/HR/SER.A/18).

Representatives from governments and agencies throughout the world examined ways to eliminate child exploitation. Documents presented are summarized here. Of related interest are two other publications: *Exploitation of child labor*, by Abdelwahab Bouhidiba (1982, E.82.XIV.2), which summarizes information on the economic, social, cultural, and psychological dimensions of exploited child labour presented at the 32nd session of the U.N. Sub-Commission on Prevention of Discrimination and Protection of Minorities, and *The world's exploited children: growing up sadly*, by William James Knight, a summary of "Year of the Child" (1979) studies on child labor. (Washington, DC. U.S. Department of Labor, Bureau of International Labor Affairs, Monograph no. 4, 1980. 36 pp. o.p.)

## 2. UNITED STATES

Child Labor Coalition. *A model state child labor law.* Co-chaired by the American Youth Work Center, the International Labor Rights Educational and Research Fund, and the National Consumers League. (c/o National Consumers League, 815 Fifteenth St., NW, Suite 928-N, Washington, DC 20005). 1992. 31 pp. \$5.00.

In spite of state efforts to enact laws on behalf of working children, child labor problems have resurfaced and dramatically escalated in the last decade. This model law is intended to strengthen state child labor laws by setting more stringent standards that will protect the health, education, and well-being of all working minors. Affirming and dissenting opinions held by coalition members are included in an appendix, as well as a list of the names of organizations endorsing the model state child labor law.

*Child Labor Monitor.* (National Consumers League, 815 Fifteenth St., NW, Suite 928-N, Washington, DC 10005). Published quarterly. One year subscriptions \$12; single issues \$3.00.

This newsletter, the first of its kind, is devoted entirely to the eradication of child labor exploitation in both the U.S. and abroad. Begun in 1991, issues contain regular features on state, Federal, and international efforts aimed at strengthening child labor laws and their enforcement. The lead article of the Summer 1992 issue examines child and adolescent deaths and injuries in the workplace.

Linder, Marc. *Migrant workers and minimum wage: regulating the exploitation of agricultural labor in the United States.* Boulder, CO 80301-2877. Westview Press (5500 Central Ave.). 1992. 322 pp. \$45.00.

This book is a well-documented study of the economic, legal, and philosophical principles underlying the application of the minimum wage to agriculture in the U.S. The employment of children, who typically earn lower wages than adults, interferes with the adult labor supply and depresses the general wage level.

Mitchell, Daniel J.B. and John Clapp. *Legal constraints on teenage employment; a new look at child labor and school leaving laws*. Los Angeles, CA 90024. Institute of Industrial Relations, University of California. 1979. 197 pp. \$10.00.

This study focuses on how existing child labor laws, school leaving laws, and related legislation impact on teenagers, with particular regard to labor market activity. The authors call for a reevaluation of these laws and a relaxation of the policies that inform them. They challenge the assumption that teenagers should be enrolled in school and ought not to be doing "real adult" work.

New York (State). Division of Labor Standards. Apparel Industry Task Force. *Apparel industry task force report*. NY, NY 10122. 1989. 18 pp. o.p.

In its two-year investigation, the Garment Industry Enforcement Unit special task force saw considerable evidence of child labor law violations in the New York apparel industry. This report summarizes the task force's activities and findings (with regard to both adult and child workers) and includes recommendations for future action. Of related interest is the document *Business Partner Terms of Engagement*, created by the Levi-Strauss Co. to establish employment standards in its overseas plants. (1992, unpagged. 20 pp. on request).

U.S. Congress. House. Committee on Government Operations. *Children at risk in the workplace*. Washington, DC 20402. Superintendent of Documents, U.S. Government Printing Office. 1990. 356 pp. o.p.

Consideration of a comprehensive child labor bill was the focus of two days of Congressional hearings regarding the exploitation of children and teenagers in the workplace. Testimony was given regarding two specific instances of alleged child labor violations involving, respectively, Burger King and Domino's Pizza. Additional testimony and documents included other descriptions of child labor violations in business and agriculture. It was suggested that recent efforts by the Department of Labor to identify and prosecute violators of child labor laws, while commendable, were insufficient. The growing debate over this issue is the subject of the article "Kids on the job" by Kirk Victor (*National Journal*, July 14, 1990, pp. 1712-1716). Questions regarding DOL's commitment arose again when two Senate Subcommittees met to consider S.600, a bill intended to educate the public about Federal child labor laws and strengthen the government's ability to enforce these laws. (*Child labor amendments of 1991*. S.Hrg. 102-201. 103 pp. o.p.) Letters from over 30 organizations, including the AFL-CIO, the American Federation of Teachers, and the Children's Defense Fund were introduced in support of S.600. On March 1, 1992, the Senate Labor Committee approved S.600 after concessions were made regarding stricter penalties for child labor law violators. Recent Federal efforts regarding the exploitation of child labor include a two-week crackdown on child labor violators. According to the Bureau of National Affairs' *Employ-*

ment Guide (June 22, 1992, p. 73), some 5,415 violations of the Fair Labor Standards Act involving 5,000 minors and 1,300 employees were uncovered. Recently established statewide standards regarding child labor are summarized annually in the January issue of the *Monthly Labor Review* which provides an overview of state labor legislation enacted during the previous year.

U.S. Department of Labor. Wage and Hour Division. *Child labor requirements in nonagricultural occupations under the Fair Labor Standards Act. (Child labor bulletin no. 101)* Washington, DC 20210. (Room S-3502, 200 Constitution Ave., NW). 9 pp. On request.

Also available: *Child labor bulletin no. 102, child labor requirements in agriculture under the Fair Standards Act.* 1990. 9 pp. On request.

U.S. General Accounting Office. *Child labor: increases in detected child labor violations throughout the United States.* Gaithersburg, MD 20877. U.S. General Accounting Office (P.O. Box 6015). 1990. 60 pp. (GAO/HRD-90-116). On request.

This report analyzes data from the Department of Labor on violations, penalties, and enforcement resources regarding illegal child labor in the U.S. from 1983 through 1989. It also analyzes data on work-related fatalities investigated by the Department and data from state labor departments on injuries and illnesses for 1987 and 1988. Analyses show that since 1983 there has been an overall increase in detected child labor violations nationwide. Among a number of related GAO publications are: *Child labor: work permit and death and injury reporting systems in selected states*, 1992 (GAO/HRD-92-44FS. 16 pp.); *Child labor violations and sweatshops in the U.S.*, 1990 (GAO/T-HRD-900-18. 8 pp.); and *Child labor: the characteristics of working children in the U.S.*, 1991 (GAO/T-HRD-91-13. 11 pp.). Also of related interest is *Working America's children to death*, a report on child labor violations compiled by the American Youth Work Center and the National Consumers League (1990. 68 pp. \$12.00).