



## MODEL ACTION PLAN FOR CHILDREN WORKING IN SEASONAL AGRICULTURE

### Questions to be Answered in the Process of Preparations of Local Action Plans

1. How many children are working in seasonal agriculture related work? How can the number of these children be identified? How can working children be included in a registry?
2. In the case that child labour is eradicated, what can be done to compensate for the income loss previously earned through child labour of which is important for these families/households working as the seasonal agricultural and migratory labour force? What can be recommended to the central level? Can these losses be met directly in cash or in kind? What are the measures which can be taken to reduce the expenses of these families?
3. If child labour is eradicated, what can be done at the central and local level to meet the labour force requirements in place of child labourers? How can new labour opportunities be created?
4. How will responsibilities be shared at the local level to prevent child labour? How will the sharing of responsibilities, coordination and cooperation be ensured by the responsible organisations?
5. Which models are required for the improvement of housing and shelter conditions for seasonal agricultural labourers? What kind of contributions can be made by plantation owners/employers in this scope?
6. How will automated harvest instead of using human resources progress? How will the labour force be made available due to automated harvesting being used?
7. Which education and skills development activities will be implemented in accordance with their ages and development when they are not a part of the child labour force? Who and which organisations will implement this program?
8. In the case where child labour is eliminated, how will the vegetative production be affected and what can be done to reduce the adverse affects at local level? What are alternative solutions?
9. What can production, export and trade companies where child labour is involved do to participate in the eradication of child labour? What can their technical and financial contributions be in the scope of social responsibility?
10. What can be done to ensure dignified national and international standards in education, healthy living, work health and safety conditions for child labourers and children affected by the conditions of seasonal agricultural migration?
11. What kind of precautions should the provincial and district administrators take to ensure that working children who migrate to other places in the scope of seasonal agricultural labour can continue their education?
12. To what degree should the lifestyle culture and housing preferences of labourers be taken into consideration at local level in regards to solutions to be implemented?
13. Which are the organisations that need to cooperate for child labour? Do you think this organisation has conducted a capacity analysis?
14. How will employers be persuaded not to employ children in their plantations or orchards?

15. What can agricultural intermediaries do to prevent child labour? What kind of programs can be prepared to monitor, inspect and train agricultural intermediaries?
16. What kind of precautions can be taken for young children at risk? How can it be ensured that they participate in pre-school education programs? Can community-based pre-school education programs be implemented?

### **Basic Strategies to Prevent Seasonal Agricultural Child Labour**

1. As it is illegal for any child below the age of 15 to work according to national and international legislation, children of this age group working in fields or orchards must be prevented. The state should use its sanctioned power to the advantage of these children. This must be clearly explained to plantation owners, agricultural intermediaries and the labour force participating in seasonal agricultural migration.
2. Children between the ages 15-17 working as seasonal and migratory agricultural labourers should be gradually eliminated by 2015. Vocational education and training, especially skills training opportunities in areas of employment should be developed for these young people.
3. Local, regional and central level solutions should be developed to find a suitable replacement for child labour in seasonal agriculture. Adult labour force should be guided to these areas at the national level or incentives for automated agricultural activities should be supported.
4. Manufacturers and traders using the products in which child labour is involved should participate in social responsibility projects to ensure solutions to problems and funding should be found for programs and projects. Social responsibility funds should be established for model projects at the central and local level in this scope. In addition, active participation should be sought in the inspection concerning child labour by the private sector.
5. Independent central and local level organisations should take an active role in monitoring the use of children in the labour force within the production or consumption chain.
6. The design and implementation projects and impact studies processes in the scope of Improving the Working and Social Life of Seasonal and Migratory Agricultural Labourers Project (METIP) should be participatory and should include local and national non-governmental organisations; these organisations should be provided with the opportunity to implement projects.
7. Defined standards should be established for accommodation facilities provided by plantation owners or in tent camp areas in relation to living conditions of the seasonal agricultural labourers. Clean and continuous drinking water and utility water, waste water systems and humane accommodation conditions should be provided, especially including health services.
8. A hotline should be made available to the seasonal agricultural labourers so they can be informed of their rights and complaints which provide advisory services concerning the working conditions, fees and shelter of labourers.
9. The registration of agricultural intermediaries who organise seasonal agricultural labourers should be ensured.
10. Local civil society, professional organisations and the media should be actively involved in public awareness and sensitivity to the topic. The local and mainstream media should especially have a role in the monitoring of child labour.
11. A new local social policy should be developed in regards to meeting a portion of the loss of income of families if child labour is eradicated. These labourers should be included in the social security system to ensure they receive medical and retirement benefits.
12. Central and local level precautions to be taken by inter-organisation cooperation to prevent child labour.
13. Regional Directorates of the Turkish Institute of Statistics shall take initiatives to conduct research to identify product based child labour at the local level.
14. Opportunities shall be provided for children of school age to continue their education in temporary, bussed or boarding schools as visiting students in accordance with the housing arrangements of the seasonal agricultural labourers.

## Preparation and Implementation of the Provincial/District Local Action Plan

**Step 1:** Identify need of seasonal migratory labourers and keep a registry for provision of services.

**Step 2:** A quick and simple analysis should be conducted concerning the current situation of seasonal agricultural and migratory labour, especially children, for hazelnut harvesting in the province or district. Planning and implementation should be based upon this analysis.

**Step 3:** Based on the analysis, the main problems should be identified with the participation of all stakeholders involved in agricultural production; these problems should be grouped and listed in order of priority of importance.

**Step 4:** A capacity assessment of the institutions/organisations who participate in the planning, implementation and monitoring processes should be carried out and their roles and responsibilities should be identified and allocated.

**Step 5:** Problem based solutions should be developed together with all stakeholders within the province or district.

**Step 6:** Responsible persons and institutions/organisations should be identified for the Project and its activities. A budget and other recourses should be allocated for the actions and recommendations for solutions should be measurable.

**Step 7:** A report regarding the implementation, monitoring and evaluation of the activities should be prepared.

**Step 8:** A permanent working group should be established to ensure the monitoring and evaluation of the local action plan and for the outputs of the actions to be used to in the new planning process.

## Local Policies and Practice

### Meeting Regarding Wages of Seasonal and Migratory Labourers and Labour Principles

Activity	Responsible Organisation
Providing information about regulations such as national legislation and international agreements concerning child labour in seasonal agricultural work in a meeting attended by related parties where the wages and working conditions of seasonal and migratory labourers are identified.	Governorship Provincial Directorate of Labour and Employment Agency
Ensuring decisions taken in the meeting concerning child labourers in seasonal agricultural labour are compliant to national legislations, commitments and international agreements and conventions.	Chamber of Agriculture
Inspection by civil society and professional organisations to ensure the working conditions and wages are implemented accordingly as identified and decided in the meeting. Conducting a participatory evaluation meeting at least 3 times a year.	Governorship Professional Organisations

### Increasing Awareness and Individual Capacity

Activity	Responsible Organisation
Providing training to plantation owners to increase awareness of child labour in seasonal agricultural labour.	Chamber of Agriculture Provincial Directorate of Labour and Employment Agency
Providing training to agricultural intermediaries to ensure raised sensitivity for children working in seasonal agricultural work.	Provincial Directorate of Labour and Employment Agency
Hanging posters in certain parts of the city and using advertising areas to increase public awareness.	Municipality NGOs Chamber of Agriculture
Attending programs on local television channels, radio and newspapers with regard to child labour in seasonal agricultural sector with the aim of increasing awareness and providing information.	Universities NGOs Chamber of Agriculture

## Inspection of Children Working in Seasonal Agricultural Labour

Activity	Responsible Organisation
Ensuring the monitoring and inspection of working children. Recording the monitoring results by using the e-School module.	NGOs Professional Organisations
Reporting during the monitoring of the working children to be conducted and for these reports to be sent to the Ministry of Labour and Social Security. In addition to share the reports with local and central level education and health organisations.	Provincial Directorate of Labour and Employment Agency
Developing inspection mechanisms at local level and conducting piloting.	Provincial Directorate of Labour and Employment Agency Universities

## Provision of Services

### Education

Activity	Responsible Organisation
Implementing community based pre-school education programs for the 0-5 age group children of families participating in seasonal agricultural labour and who live in camps and/or in regions of high labourer populations.	Public Education Centre Provincial/District Directorate of Education
Implementation of primary education support programs with the aim of catch-up education for children 6-14 age group.	Provincial Directorate of Labour and Employment Agency
Provision of vocational and skills training opportunities for youth 15-17 age group.	
Identifying families with children of the 0-17 age group requiring special needs education and informing them of their rights and educational opportunities; providing guidance to special needs education opportunities after ensuring the acquirement of medical reports/certificates.	Provincial/District Directorate of Education

### Health

Activity	Responsible Organisation
Conducting general health checks of the seasonal agricultural labourers.	
Completing the vaccinations of children who have never been vaccinated or have not completed their vaccinations.	Provincial Health Directorate
Ensuring hygienic conditions in the tent camp areas, conducting garbage collection services regularly, ensuring the employer provides similar services to households outside the camping areas.	Provincial Health Directorate Municipality
Providing incentives and support for family doctors to provide health services to seasonal agricultural labourers.	Governorship Provincial Health Directorate
Ensuring plantation/field owners provide first aid kits in the field and to ensure agricultural intermediaries or assistants to receive first aid training.	Governorship Provincial Health Directorate Chamber of Agriculture
Ensuring the on-site monitoring of pregnant women.	Provincial Health Directorate

### Nutrition

Activity	Responsible Organisation
Providing training on matters of healthy, sufficient and balanced diet for seasonal and migratory agricultural labourers and their children and provision of food products and micronutrient supplements such as vitamins, iron, etc.	Public Education Centre Social Aid & Solidarity Directorate Municipality
Ensuring breakfast is provided to the labourers at the housing areas established by public institutions.	Governorship Social Aid & Solidarity Directorate Chamber of Agriculture
Regular provision of dinner for the labourers by means of establishment of dining hall in tent/camp sites.	Governorship Chamber of Agriculture

## Social Aid

Activity	Responsible Organisation
Development of programs in which seasonal and migratory agricultural labourers can take advantage of social aid in their provinces.	Governorship District Governorship Municipality
Development of new social aid models for seasonal agricultural labourers.	Universities NGOs

## Role of Professional Organisations, Academia and Non-Governmental Organisations

### Labour Force Research

Activity	Responsible Organisation
Conducting research at the local level on the percentage of child labour in seasonal agricultural labour and how the sector will be affected in the case of elimination of the child labour force.	Universities of the Province Research Centres Development Agencies
Conducting research concerning development of solutions for replacement of the labour force.	
Conducting research concerning the increase of agricultural automation and the change in the labour force.	
Conducting activities to guide the excess labour force to qualified work as a result of automation.	Provincial Directorate of Labour and Employment Agency Professional Associations

### Increasing Capacity of Providing Services

Activity	Responsible Organisation
Developing the institutional capacity of chambers of agriculture concerning the prevention and inspection of child labour in seasonal agriculture.	Provincial Directorate of Labour and Employment Agency
Developing institutional capacity of public servants, civil society, professional organisations and local media in the provinces regarding prevention of child labour and its inspection in provinces where there are agricultural labour activities.	
Conducting activities to increase the effectiveness and quality of services provided by the Provincial Directorate of Education.	Governorship NGOs

### Opportunities for Civil Society Monitoring and Inspection

Activity	Responsible Organisation
Development of local level civil monitoring and inspection models.	Chamber of Agriculture Education Unions
Conducting civil monitoring activities.	NGOs Professional Associations
Ensuring labour inspectors conduct inspections at the plantations/fields.	Governorship Provincial Directorate of Labour and Employment Agency

## Producers, Wholesalers, Product Processing Companies of Agricultural Products

### Re-Structuring of the Labour Force Supply

Activity	Responsible Organisation
Conducting activities to develop solutions how the labour force supply can be met in the case that child labour is eradicated from agricultural labour.	Provincial Directorate of Labour and Employment Agency
Planning of a suitable labour force replacement for child labourers and taking measures for the encouragement of unemployed youth in the 19-25 age group.	Chamber of Agriculture Development Agencies
Developing local level encouragement models for increasing automation and increasing the number of those harvesting with machinery.	Chamber of Agriculture Provincial Directorate of Food, Agriculture and Husbandry Branches of Banks

### Work Health and Safety

Activity	Responsible Organisation
Developing and implementing current and new standards for work health and safety for all those involved in agricultural activities.	Provincial Directorate of Labour and Employment Agency
Training to be provided to plantation owners, agricultural intermediaries and labourers on the work health and safety of persons working in the agricultural sector	Provincial Directorate of Labour and Employment Agency Chamber of Agriculture
Provision of work safety materials for those working in agricultural activities	Provincial/District Chamber of Agriculture
Destroying packaging of chemical products used for spraying in agricultural activities in an ecological and safe manner.	Chamber of Agriculture Provincial Health Directorate Provincial Directorate of Food, Agriculture and Husbandry



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*It was a study on seasonal agricultural child labour, conducted in 2002, which brought together the founders of the Development Workshop. Thus the main area of activity of the Workshop since its foundation in 2004 has been seasonal agricultural work and children. The Workshop is determined to continue its efforts to reduce the adverse effects of seasonal agricultural work on children.*