Risky Business: Making Businesses Safe for Everyone

Part 3: Picture Packet

Version: January 27, 2022

Primary Audience

Frontline-level staff and/or participants of Women's Economic Empowerment (WEE) Actors. WEE Actors are entities or individuals that support the development or expansion of women's businesses, provide livelihood or financial services, and/or support women (globally) in efforts to increase their access to economic opportunities, especially those living in developing economies.
Frontline-level staff include those working directly with women to help achieve WEE objectives.
Participants refer to women receiving services provided by WEE Actors.

Goal

Improve awareness among women entrepreneurs and their families supported by WEE Actors to the recognize signs of harmful work for children (child labor) and adults within their businesses and other income-generating activities and to devise solutions to mitigate harm.

Objectives

Through the use of this packet, participants supported by WEE Actor frontline-level staff will view and visualize a series of pictures to help foster understanding and discussion among training participants during facilitation of the Risky Business Technical Learning Conversations (TLCs).

SETTING THE FOUNDATION
Phase 1

BUILD THE STRUCTURE
Phase 2

ENGAGE PARTICIPANTS
Phase 3

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Table of Contents

About the RICHES Project.....**Error! Bookmark not defined.**
How to Use the Risky Business Picture Packet.....**Error! Bookmark not defined.**
Picture Packet .....**Error! Bookmark not defined.**
Picture 1: Five Risks on Hand..... 7
Picture 2: Physical Injury 8
Picture 3: Poisons..... 9
Picture 4: Emotional Harm..... 10
Picture 5: Harm to Growth and Development 11
Picture 6: Threats to Education..... 12
Picture 7: Rural Women Working in a Field 13
Picture 8: Urban Children Selling on the Street 14
Picture 9: Five Risks with Child's Hand in the Center 15
Picture 10: Child Work vs. Child Labor 16
Picture 11: 10-year-old Boy Cooking at Night..... 17
Picture 12: 14-year-old Girl Selling Goods on the Street 18
Picture 13: 6-year-old Girl Tending Siblings at Mother's Shop 19
Picture 14: 12-year-old Boy Working in the Field with Father 20
Picture 1b: Mother Dreaming of Child's Future..... 21
Picture 2b: Small Amount of Money..... 22
Picture 3b: Medium Amount of Money..... 23
Picture 4b: Large Amount of Money 24
Annex 25
Acknowledgments..... 25

About the RICHES Project

Few would expect that investments in women's enterprises are increasing the risk or incidence of harmful work for children (child labor) or adults. However, research conducted by the *Reducing Incidence of Child Labor and Harmful Conditions of Work in Economic Strengthening Initiatives* (RICHES) project unveiled that as women entrepreneurs struggle to manage the labor burdens of their businesses along with household tasks and child care many are turning to those closest in reach for help—their children.

Grameen Foundation, in partnership with the American Bar Association Rule of Law Initiative and funded by the U.S. Department of Labor, Office of Child Labor, Forced Labor and Human Trafficking (OCFT), launched the RICHES project with the goals of supporting women's enterprises responsibly, and mitigating the risk of harmful work for children and adults or the use of other negative coping strategies. To achieve this goal, RICHES has developed a toolkit for Women's Economic Empowerment (WEE) Actors to equip them with practical ideas and tools to integrate and assess child protection and safe business practices throughout their work. For the purposes of the RICHES project, WEE Actors are any entity or individual that supports the development or expansion of women's businesses, provides livelihood or financial services, and/or supports women (globally) in efforts to increase their access to economic opportunities, especially those living in developing economies.

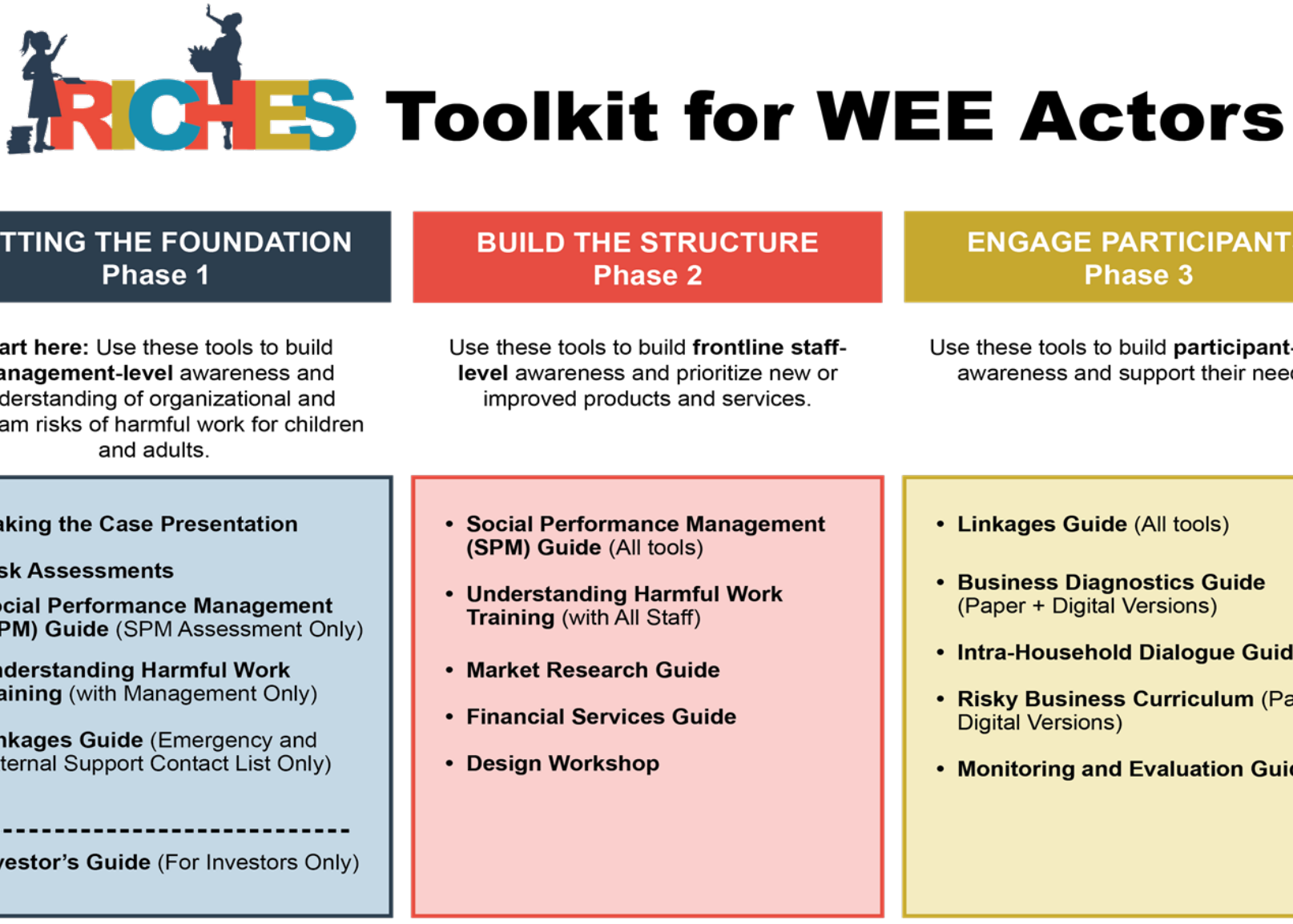
The RICHES toolkit is organized in three phases (see Figure 1 below).

Phase 1 represents a **minimum set of practices** and related tools that all WEE Actors should have on hand and use to promote child protection and safe and healthy business practices within women's economic initiatives and/or businesses. Phase 1 covers:

1. Building awareness of the risks to children and women's health and safety when supporting women's businesses or WEE activities;
2. Assessing the risks and identifying situations of harmful work for children and adults and how to remedy these issues;
3. Committing to Do No Harm principles when developing and/or implementing women's economic initiatives; and
4. Knowing where to go for help and where to find resources.

Phases 2 and 3 offer a more comprehensive approach to child protection and health and safe business practices through market research, training and assessments at the organizational level, direct participant training, product development, and monitoring and evaluation.

Figure 1: RICHES Toolkit for WEE Actors



To access the full toolkit, please consult https://grameenfoundation.org/riches.

How to Use the Risky Business Picture Packet

SETTING THE FOUNDATION
Phase 1

BUILD THE STRUCTURE
Phase 2

ENGAGE PARTICIPANTS
Phase 3

This Picture Packet is Part 3 of a three-part training package that also includes **RICHES Risky Business – Part 1: Training of Trainers (TOT) Guide**[1] and **RICHES Risky Business – Part 2: Facilitator's Guide.** The Picture Packet is designed for Women's Economic Empowerment (WEE) Actors, such as entities or individuals that support the development or expansion of women's businesses, provide livelihood or financial services and/or support women (globally) in efforts to increase their access to economic opportunities, especially those living in developing economies. WEE Frontline-level Staff, such as trainers and facilitators, should be trained on how to use the Picture Packet, particularly among populations with limited literacy which rely on visual queues for learning.

Process Description: The **RICHES Risky Business – Part 3: Picture Packet** should be printed before the facilitation of the **Risky Business: Making Businesses Safe for Everyone** curriculum, as indicated in the facilitator's guide.

Materials Needed: Printer and paper.

Time Needed: The Technical Learning Conversations (TLCs) are 30 to 45-minute group discussions designed to be delivered sequentially according to the **RICHES Risky Business – Part 2: Facilitator's Guide**. It is recommended that each TLC be delivered during a regular weekly group meeting over the course of six weeks.

Adaptations Needed: None required.

Cost Drivers in Use of Tool: This guide can be printed in black and white.

Risks to Consider: Participation in this training will take time – a valuable resource for busy entrepreneurs. Every effort should be made to provide a safe learning environment where learners can share freely without risk of judgement or punitive action and be provided resources of where to get help.

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[1] The **Risky Business: Making Businesses Safe for Everyone** training package also includes a TOT Guide for experienced trainers to use in order to prepare facilitators to use the Facilitator's Guide with women entrepreneurs.

Since the COVID 19 pandemic, the way we interact socially has changed. Internationally, some COVID 19 prevention measures have been established for spaces of social interaction, which are:

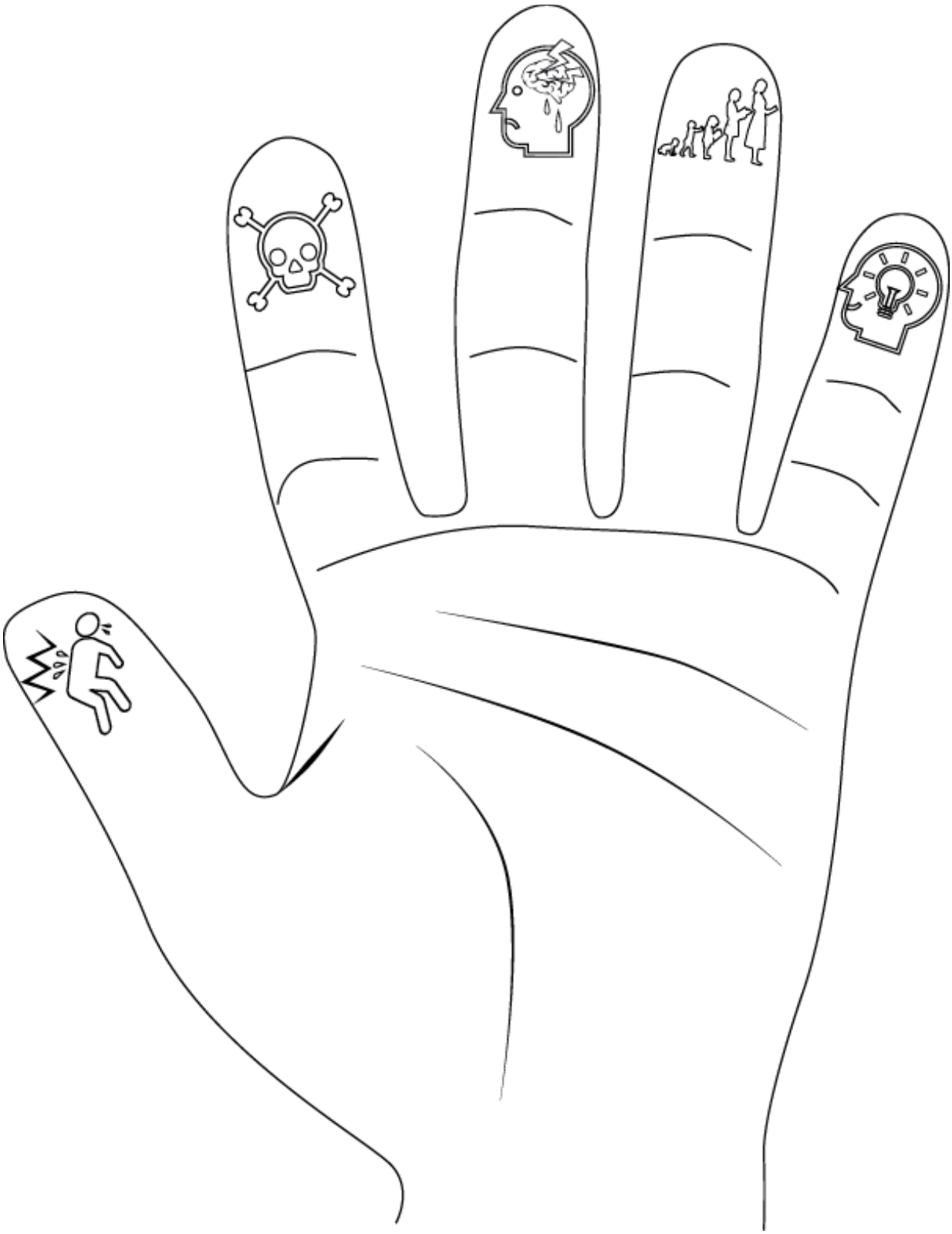
- Maintain 1.5 meters distance between people who interact.
- Wash your hands frequently with soap and water or use 70% alcohol-based solutions.
- Cover your nose and mouth when coughing or sneezing, with a tissue or the inner corner of your elbow. Dispose of the waste in the non-recyclable and sanitary inorganic waste can. Wash hands with soap and water after disposal.
- Avoid hand contact with the face as much as possible, especially the nose, mouth, and eyes.
- Clean and disinfect commonly used surfaces and objects.
- Avoid sharing objects of personal use between people, such as cell phones.

Make sure to adhere to these measures in the training space, this could involve training smaller groups, among other changes.

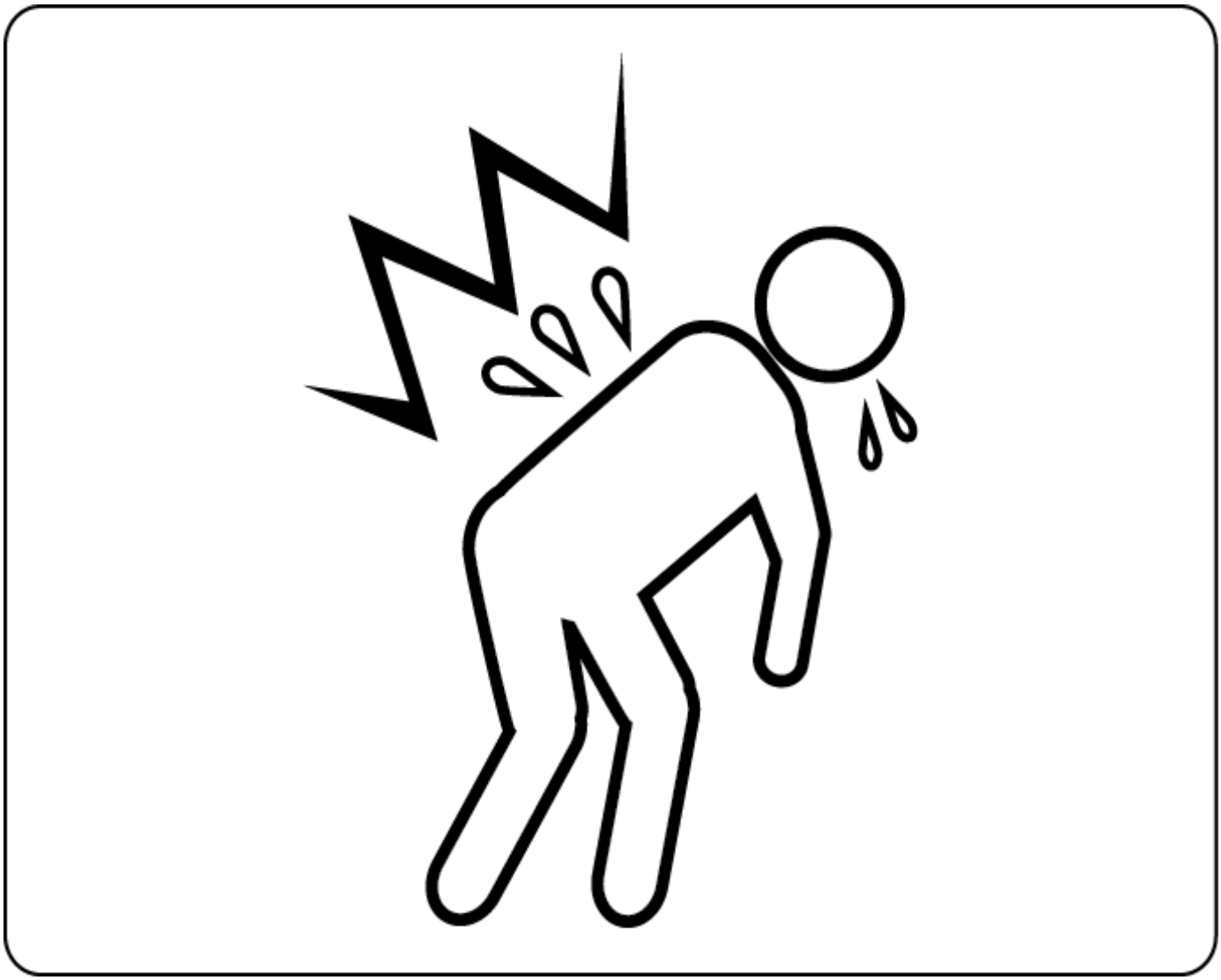
In addition, before delivering this training, find out and follow the indications of the health ministry of your country regarding the prevention of COVID 19, because the measures to avoid the transmission of this disease may change depending on the severity of the case for each country, territory, and city.

Languages and Adaptations: This tool has been adapted for El Salvador and the Philippines and is available in Spanish and Filipino.

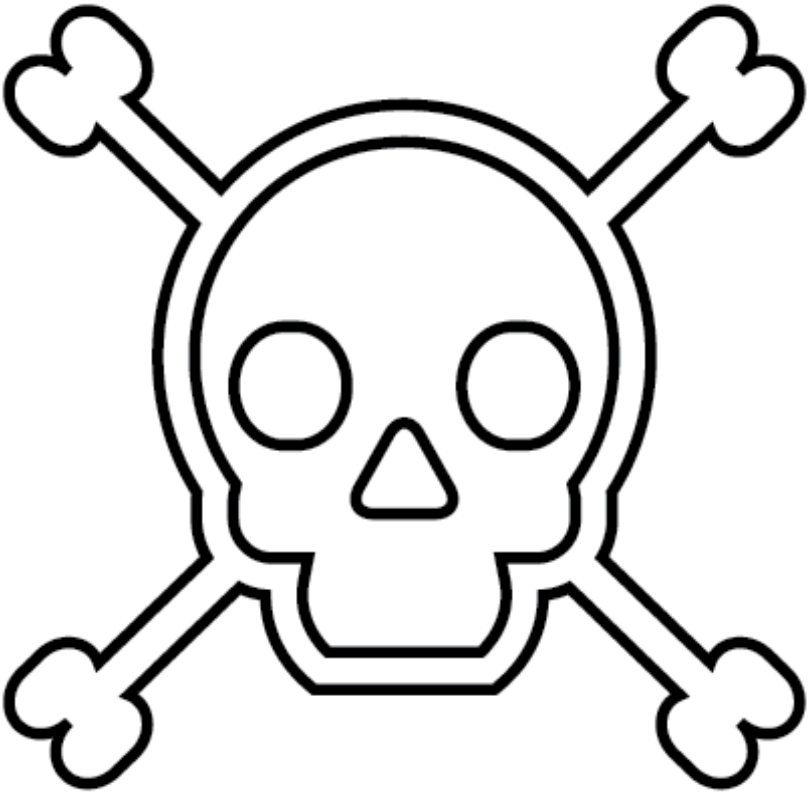
Picture 1: Five Risks on Hand



Picture 2: Physical

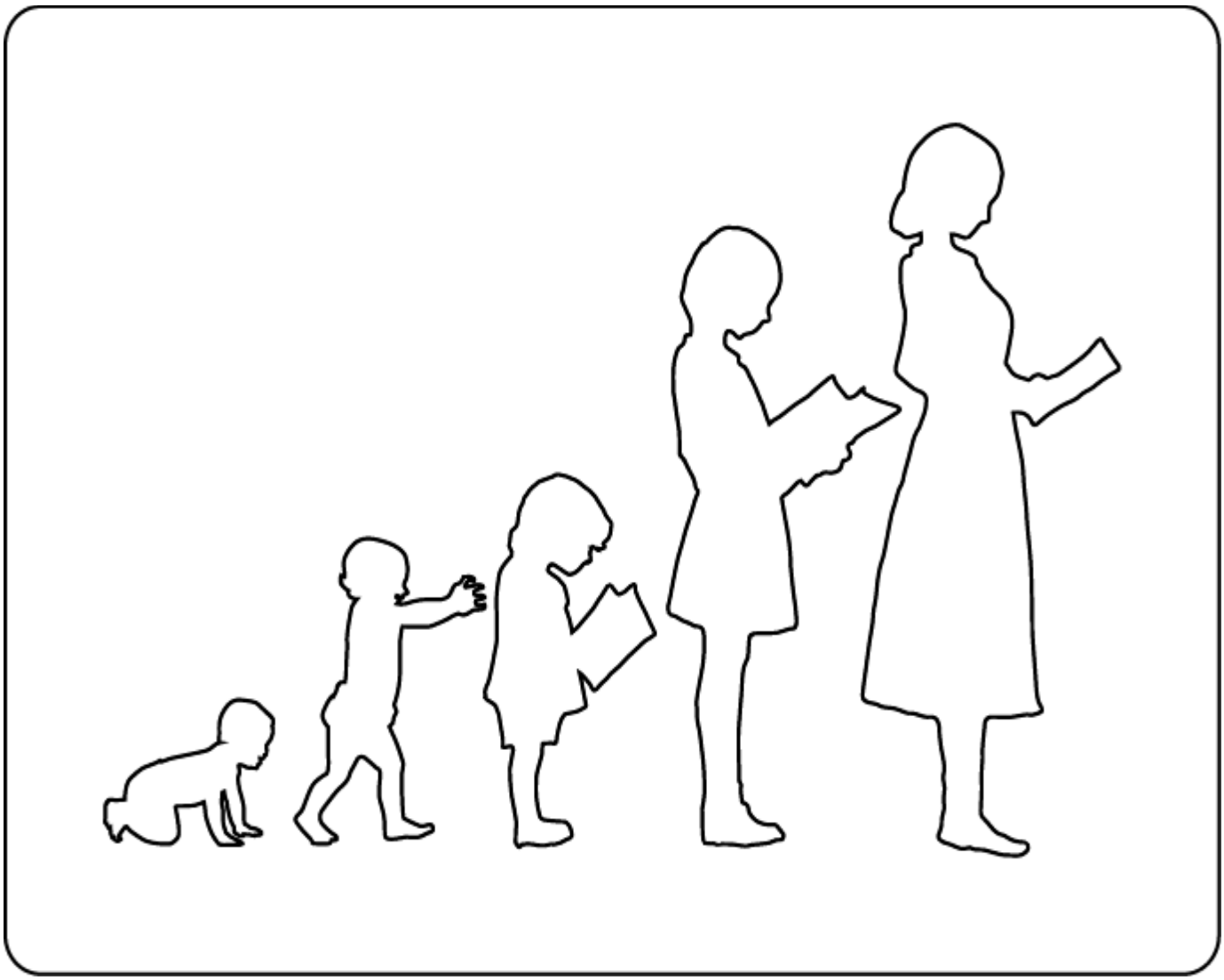


Picture 3: Chemical

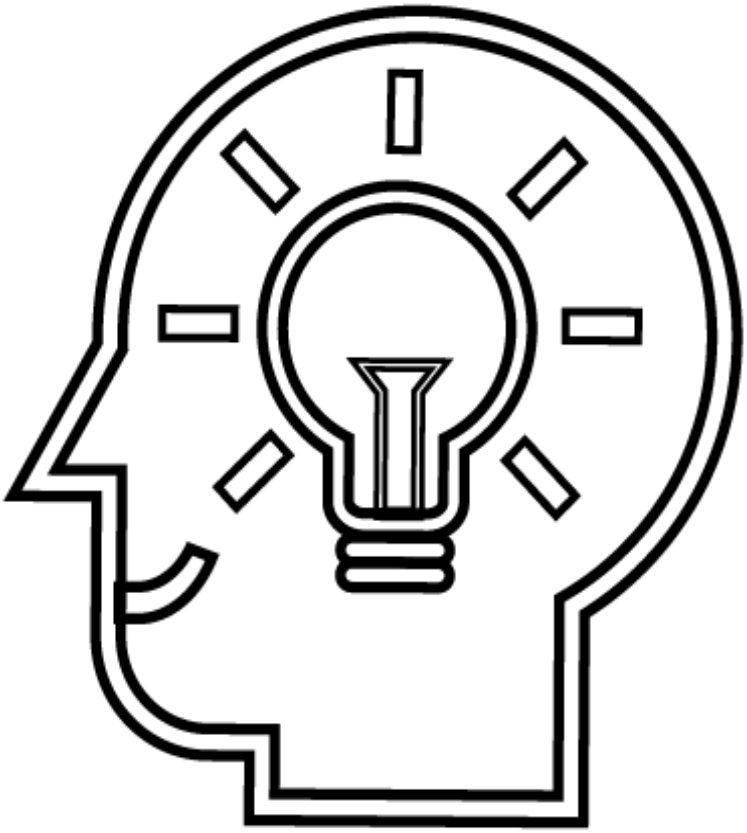


Picture 4: Emotional

Picture 5: Growth and Developmental



Picture 6: Educational



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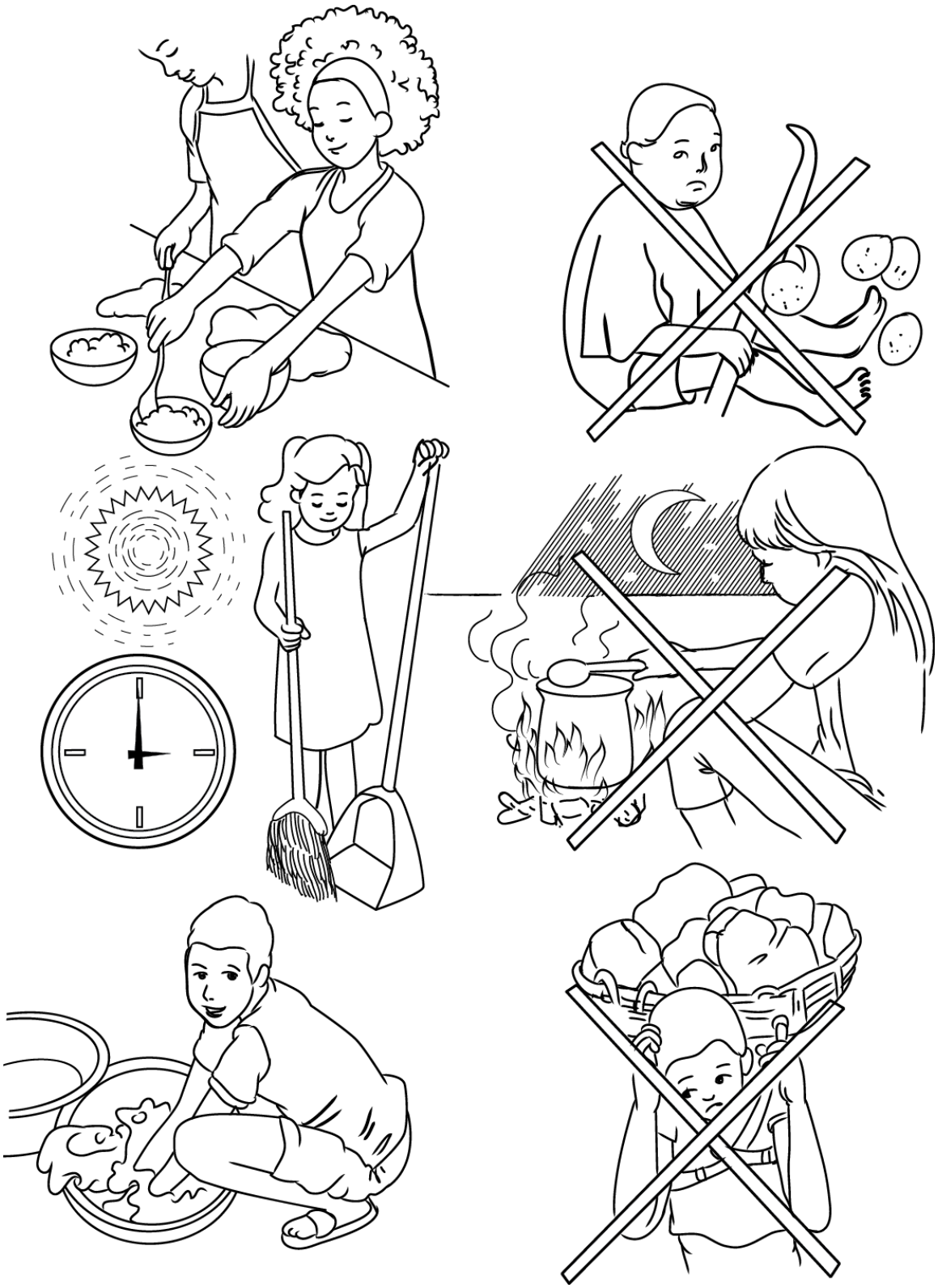
Picture 8: Urban Children Selling on the Street

Picture 9: Five Risks with Child's Hand in the Center

Picture 10: Child Work vs. Child Labor



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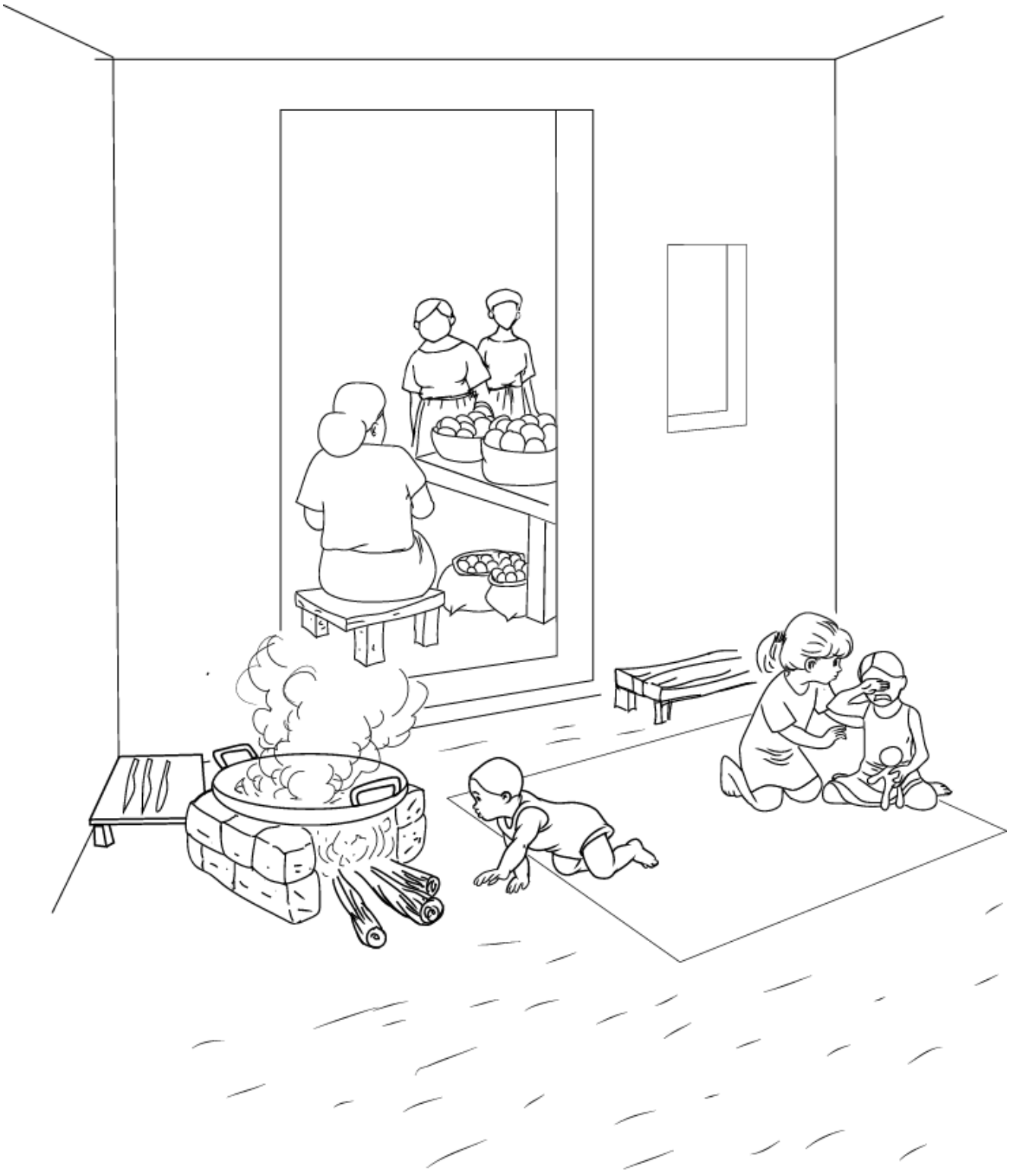
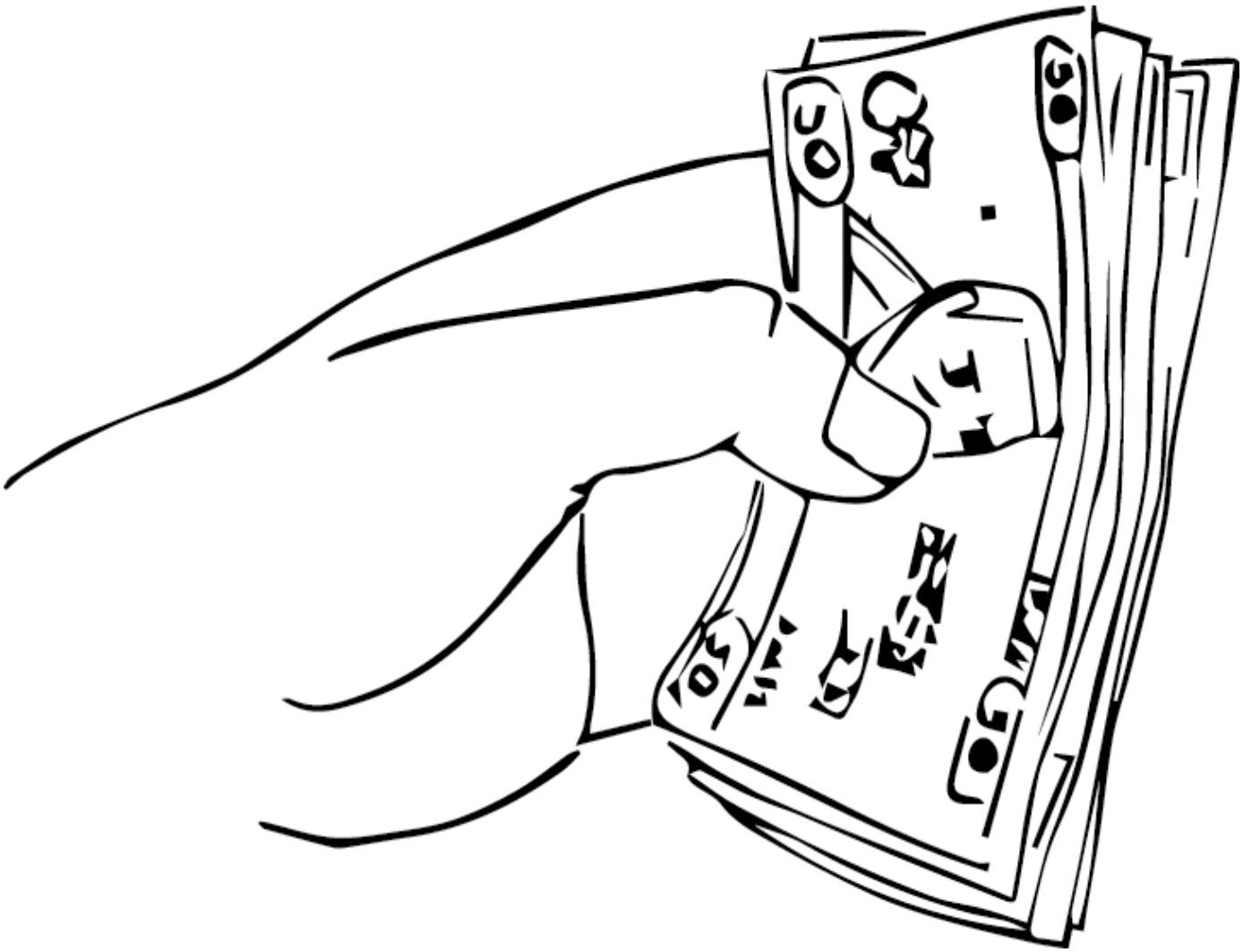


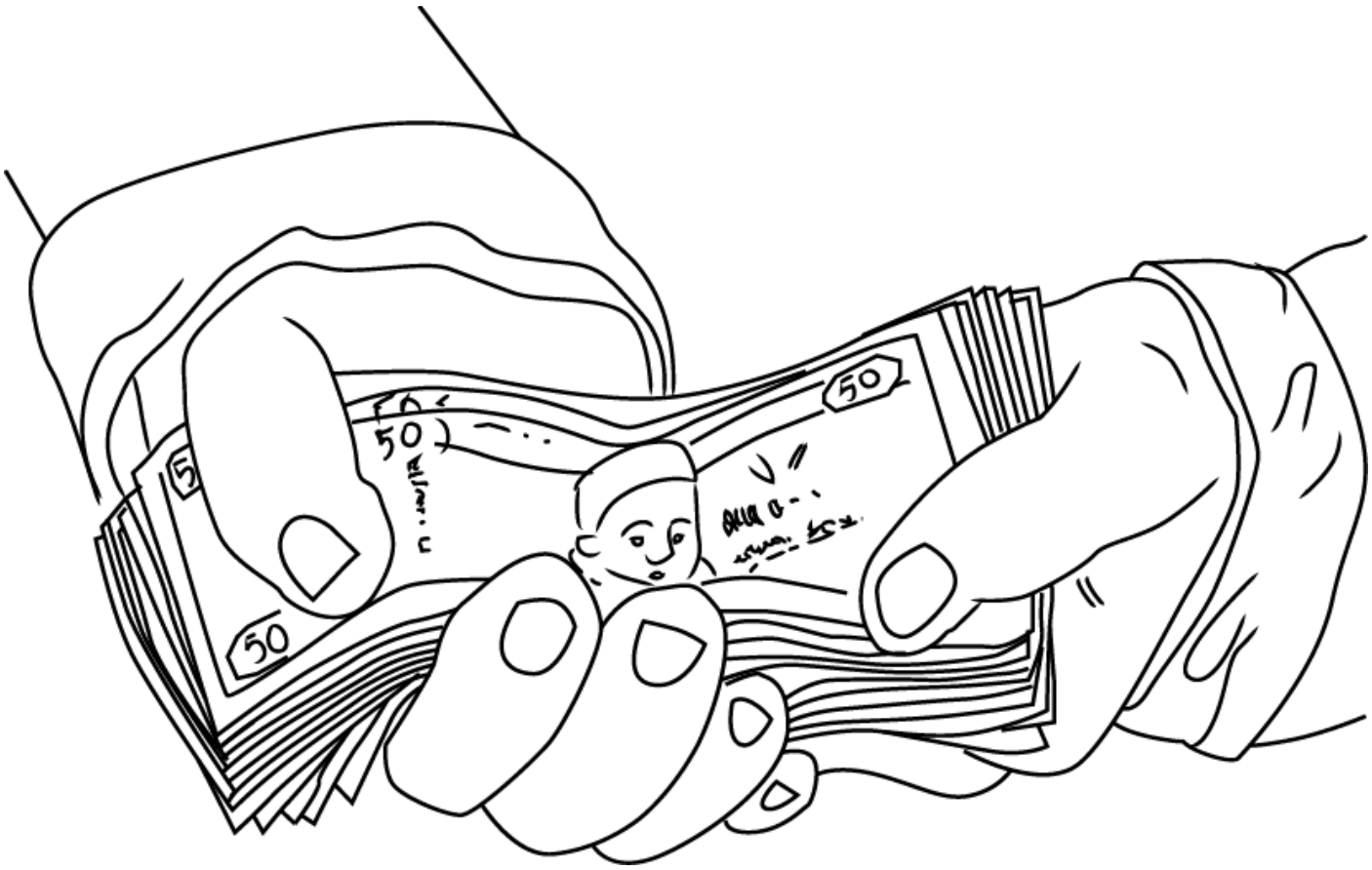
Picture 14: 12-year-old Boy Working in the Field with Father

Picture 1b: Mother Dreaming of Child's Future

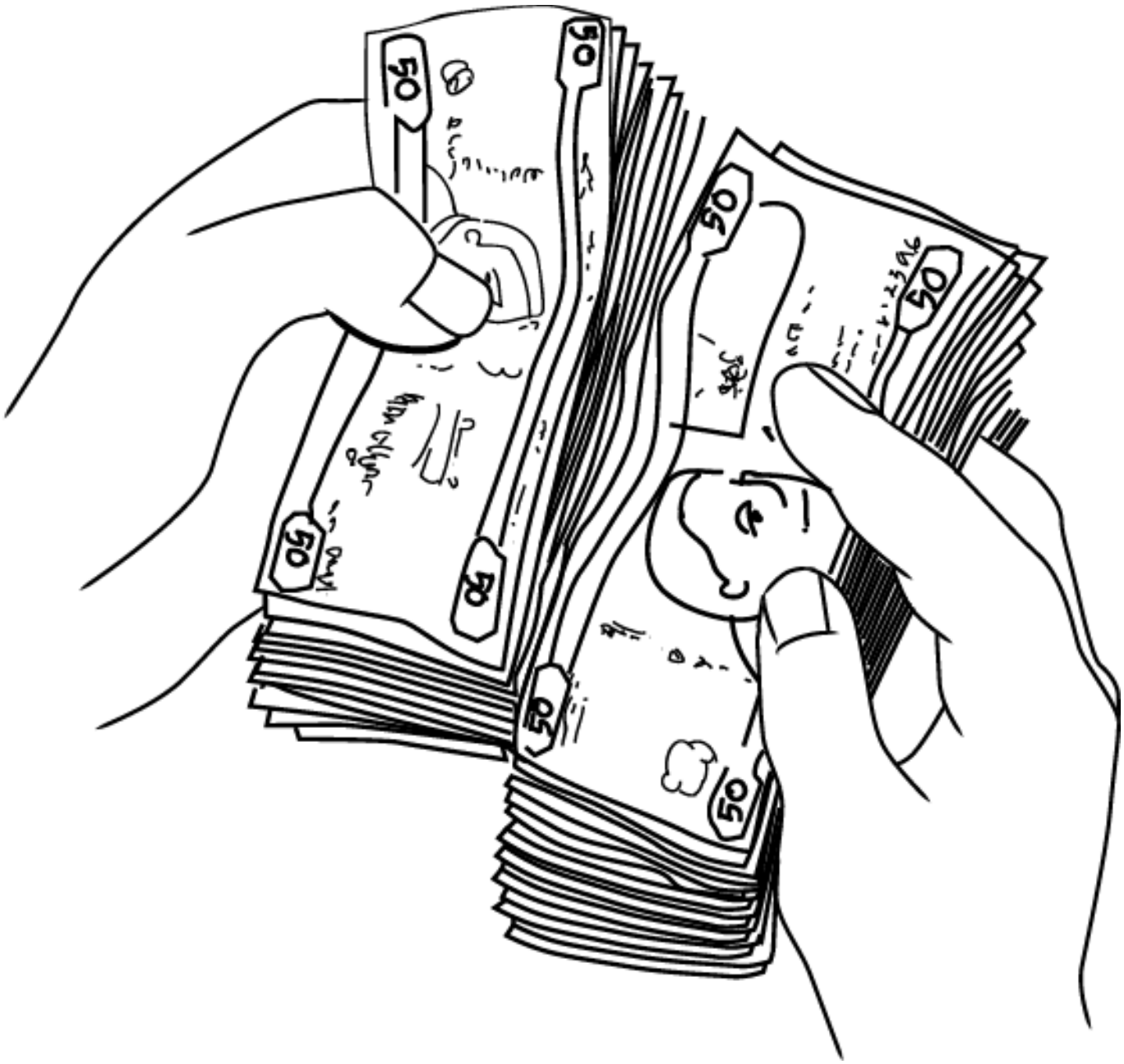
Picture 2b: Small Amount of Money



Picture 3b: Medium Amount of Money



Picture 4b: Large Amount of Money



Annex

Acknowledgments

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