

Game Manual





Freedom Quest

Child Labour Awareness Adventure

by Aim

Game Components

- 2–4 players
- 33 Green Situation Cards – educational questions
- 1 dice
- 20 Brown Action Cards – action prompts
- Game board
- 12 Defender of Rights Cards – used to pass a question to another player

Objectives of Each Card Type

1. Situation Cards (Green)

Present questions about children's rights, meant to educate and promote awareness of appropriate vs. inappropriate behaviors toward children.

2. Action Cards (Brown)

Contain activity prompts to enhance engagement and enjoyment of the game.

3. Defender of Rights Cards (Blue)

Allow players to have another participant answer a question on their behalf.

Gameplay Instructions

1. Appoint a referee to judge answer accuracy.
2. Each player receives 2 Defender of Rights Cards.
3. All players begin at the Start square.
4. Roll the dice to determine playing order. The highest roll starts.
5. On a player's turn:
 - Roll the dice and move the number of spaces indicated.
 - Follow the instruction of the square landed on:
 - Green (Situation): Draw a green card and answer.
 - Correct: move forward 2 spaces.
 - Incorrect: move back 2 spaces.
 - Brown (Action): Draw a brown card and perform the action or scenario.
 - Lucky square: Move forward 2 spaces, no action required.
 - Unlucky square: Move back 2 spaces, no action required.
6. Landing on 7-Eleven: skip 1 turn.
7. Landing on Ethics Camp or Hell Factory: move ahead 1 extra square.
8. Players may use Defender of Rights cards to let another player answer.
9. First to reach Finish wins.

Answer Key (Situation Cards)

>>Reference Answers

1. Do you think children should work?

Answer A: No, they should not work.

Because in Thailand, the Labor Protection Act B.E. 2541 (1998) specifies in Section 44 that employing children under 15 years of age is strictly prohibited. However, Section 45 states that if a child under 18 is employed, the employer must:

- (1) Notify the labor inspector within 15 days from the start date of the child's employment.
- (2) Keep records of employment conditions and any changes at the workplace or employer's office, ready for inspection during working hours.
- (3) Notify the labor inspector within seven days from the termination of the child's employment.

Source: True Plookpanya website, topic "Is employing child labor illegal?"

2. Do you think child labor has more benefits or more harm?

Answer B: More harm.

Children need to develop through education in school. Working during school age can result in lost educational and future career opportunities. It also affects emotional and physical development during adolescence, which is a period of change. Working in unsuitable environments, far from family, can hinder healthy development.

Source: Thai Health Promotion Foundation website

3. Do you think children should have more opportunities to go to school or to work?

Answer B: Go to school.

Children should have more opportunity to attend school because education is essential to developing their potential and securing a better future, helping them escape long-term poverty.

Source: UNICEF states, "Children should receive education to reach their full potential and avoid exploitation through child labor."

Source: UNICEF Thailand – Education

4. Do you think children should have more chances to study and play than to work?

Answer A: Yes, because education and play are important to child development.

Children should have opportunities to learn and play more than to work. Learning and play promote cognitive, emotional, and social development, which are essential for holistic growth.

Source: WHO and UNICEF emphasize that “play is as important as learning” and that working from a young age may hinder such development.

5. What do you think is the main cause of child labor?

Answer B: Lack of laws or government regulation.

Child labor continues in many countries because governments do not seriously enforce child labor laws or lack strict prevention and control policies. This leaves children vulnerable to exploitation.

Source: ILO states, “Insufficient law enforcement is a major factor in the prevalence of child labor.”

Source: ILO – Child Labour

6. If child labor is happening, who do you think should protect and take care of the children from hard work?

Answer A: The child’s family.

Families play the first and most important role, but governments and social agencies have the authority and resources to enact laws, enforce regulations, and provide appropriate welfare to protect children from exploitation.

Source: UNICEF states, “Governments must play a central role in developing policies and systems to protect children from labor and ensure access to education and basic services.”

Source: UNICEF – Child Protection

7. Do you believe education, especially for working children, is important?

Answer A: Very important, because education is the foundation of the future.

Education allows children to develop skills, knowledge, and critical thinking. It is key to escaping poverty, building a stable life, and participating meaningfully in society. Even if children must work, access to education is essential to building a better future.

Source: UNICEF states, “Education is a fundamental right of children and the foundation for sustainable development, especially for vulnerable children.”

Source: UNICEF – Education

8. What would you do if you saw a child working in an inappropriate place?

Answer B: Talk to the child’s parents.

Starting with a conversation with the parents is a gentle and understanding approach. It may uncover family issues like poverty or urgent needs. This communication can lead to identifying ways to help or refer to appropriate agencies.

Source: ILO emphasizes, “Family involvement is key to solving child labor problems and must consider social context and sensitivity.”

Source: ILO – Tackling child labour with a rights-based approach

9. Should toy factories have children working in them?

Answer B: No, they should not.

Toy factories should not employ children because the environment can be dangerous and inappropriate for their age, and it violates child rights. Using child labor in factories also contradicts international labor laws and can harm children’s physical and mental development.

Source: ILO states, “Child labor in manufacturing sectors like factories is a form of hazardous work and must be eliminated.”

Source: ILO – What is child labour

10. Regarding the recent news about an increase in child disappearances and being tricked into call center jobs over the past 6 years, what do you think is the main reason children get deceived?

Answer A: Lack of knowledge and education about deception.

According to the Mirror Foundation, in 2024 there were 314 missing children, the highest in 6 years. About 72% ran away voluntarily, and at least 11 were tricked into working in foreign call center gangs. The youngest was 14. This highlights the lack of education on online scams, where children are lured by social media or job ads.

Source: Amarin TV news, January 10, 2025

11. If a child works in a book printing factory, will it affect their studies?

Answer A: Yes, it will.

Working in such factories significantly affects children's education because it requires time and energy that should be used for studying. It may cause school absences, fatigue, and lower academic performance. Additionally, the work environment may be unsafe, with loud noises or heavy physical labor, affecting both health and development.

Source: Thai PBS website, article "Where have Thai children gone?", published November 9, 2022

12. Can children help their parents work in a noodle shop or in a school cafeteria?

Answer A: Yes.

Children may help their parents in a noodle shop at the school cafeteria if the help is reasonable, considered family work, and does not affect their education or development. Thai law allows children to help with family work in a suitable manner.

Source: Child Protection Act B.E. 2546 (2003), Sections 22 and 26(8), and the Department of Children and Youth (DCY)

13. Do you think working in a food production factory is dangerous for children?

Answer A: Dangerous.

Working in food factories may be dangerous due to machinery, heat, chemicals, and other unsuitable conditions like standing for long periods or overexertion, which can affect a child's health and development.

Source: Labor Protection Act B.E. 2541 (1998), Section 49, and ILO states that such work is considered "hazardous" and prohibited for children under 18.

14. Do you think working in a garment factory gives children less free time?

Answer A: Yes.

Garment factory work usually requires many hours per day, leaving children with little time to rest, study, or develop other skills, which can affect their physical, emotional, and educational development.

Source: ILO and UNICEF reports indicate child labor reduces educational and recreational opportunities. Overwork or unsuitable tasks hinder age-appropriate development.

15. Can children under 12 years old works on a family dairy farm?

Answer A: Yes.

Children under 12 can help on a family dairy farm if the help is reasonable, considered family work, and does not affect their education or development. Thai law allows children to assist with family work to a suitable extent. However, if the help resembles formal employment, the child must be at least 15 and subject to specific legal conditions.

Source: Child Protection Act B

16. Should children under 12 years old not be forced to work in order to protect their physical and mental development?

Answer A: Yes.

Children under 12 should not be forced to work, as it may harm their physical and mental development.

Source: Child Protection Act B.E. 2546 (2003), Section 26(6), and ILO defines child labor as harmful to children's development, and such work is prohibited by law and international standards.

17. Can children under 15 years old works full time if they have their parents' consent?

Answer B: No.

According to the Labor Protection Act B.E. 2541, Section 44, employers are prohibited from hiring children under 15, regardless of parental consent. Violation may lead to imprisonment and fines.

Source: Labor Protection Act B.E. 2541, Section 44, and HumanSoft article on legal requirements for employing children.

18. Can a child under 15 work in a family business without restrictions?

Answer A: Yes.

Children under 15 cannot work in a family business without restrictions. Even if it's family work, it must not interfere with their education or development. Formal employment still requires the child to be at least 15 years old.

Source: Labor Protection Act B.E. 2541, Section 44, and HumanSoft article on legal requirements for employing children.

19. If someone tells you to do very hard work, what should you do?

Answer A: Tell your parents or a trusted adult immediately.

Very hard work can harm a child's physical and mental health. If a child is asked to do such work, they should inform their parents or a trusted adult to protect themselves from danger and abuse.

Source: Child Protection Act B.E. 2546 (2003), Section 22

20. What rights do children under 12 years old have regarding work?

Answer B: Not if done appropriately.

Working in entertainment is not considered child labor if it does not interfere with the child's education and development, and is done under proper supervision and regulations. However, if the work is excessive or exploitative, it can be classified as child labor.

Source: UNICEF Thailand and Child Protection Act B.E. 2546 (2003)

21. Is it right for children to work instead of going to school?

Answer B: No, because education is important for children

If the work done during school holidays is too hard, unsafe, or exploitative, it is still considered child labor. Even during holidays, children have the right to rest and play.

Source: ILO – What is Child Labour?

22. If you see a friend being forced to work hard, what should you do?

Answer B: No, this is a form of child exploitation.

Forcing children to beg is a violation of their rights and is considered child exploitation. It affects their dignity, safety, and development.

Source: Child Protection Act B.E. 2546 (2003), Section 26(3)

23. Can a child who is 12 years old earn money as a TikToker?

Answer B: TikTok requires users to be at least 13 years old to create an account, and at least 18 years old to participate in monetization programs such as the TikTok Creator Fund or TikTok Shop.

Source: Tiltok Regulation

24. Why should children have time to play or rest?

Answer D: No, it is not okay.

Even if paid, long working hours can harm a child's health, education, and development. Compensation does not justify child labor.

Source: ILO – Child Labour: Global Estimates 2020

25. If an adult makes a child do dangerous work, what should the child do?

Answer A: No, they cannot.

Children under 18 are legally prohibited from working in hazardous environments, regardless of protective equipment, as it still poses a risk to their health and safety.

Source: Labor Protection Act B.E. 2541 (1998), Section 49

26. What rights do you think all children should have?

Answer A:

Thai law prohibits minors under 18 from working between 10:00 PM and 6:00 AM unless permission has been granted by a labor inspector.

Source: Labor Protection Act B.E. 2541 (1998), Section 47

27. Is the statement “Children must work hard like adults” correct?

Answer A: No, Children are not ready for hard work. Their main duty is to study

Children may engage in online selling during free time if it is voluntary, light work, and does not interfere with their education or well-being.

Source: Department of Children and Youth (DCY), Thai Ministry of Social Development and Human Security

28. If a stranger offers you a high-paying job but doesn't clearly say what the work is, what should you do?

Answer D: Yes, it is their right.

Children have the right to decide not to work. No one should force them into work against their will.

Source: United Nations Convention on the Rights of the Child (UNCRC), Article 32

29. If someone on TikTok messages you to do simple work like calling someone or sending messages, what should you do?

Answer C: Ignore the message and tell your parents

Helping the family is not always considered child labor, but if the work affects education or development, it is classified as child labor.

Source: ILO and UNICEF joint definition of child labor

30. Why do some children have to work from a young age?

Answer D: Yes, all children have this right.

Children have the right to rest, leisure, and engage in play and recreational activities appropriate for their age.

Source: UNCRC, Article 31

31. Why is child labor in factories illegal?

Answer D:

If a child is working in an unsafe manner, it should be reported to parents, teachers, or authorities such as the police or child protection agencies.

Source: Child Protection Act B.E. 2546 (2003), Section 29

32. What should children do the most during their childhood?

Answer D:

Thai law prohibits employment of children under 15, even for part-time work in restaurants or shops.

Source: Labor Protection Act B.E. 2541 (1998), Section 44

33. What is the first thing you should do if you know a Japanese boy has been tricked into coming to Thailand through an online game?

Answer B: No, they are not allowed.

Minors under 18 are prohibited from working overtime under Thai labor law.

Source: Labor Protection Act B.E. 2541 (1998), Section 48

Answer Key (for Green Cards)

Question	Answer	Question	Answer
1	A	21	B
2	B	22	B
3	B	23	B
4	A	24	D
5	B	25	A
6	A	26	A
7	A	27	A
8	B	28	D
9	B	29	C
10	A	30	D
11	A	31	D
12	A	32	D
13	A	33	B
14	A		
15	A		
16	A		
17	B		
18	A		
19	A		
20	C		



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