



Child Labour Policy

Habitat for Humanity International requires its affiliates and national organisations to comply with the child labour standards applicable within their own countries. In those countries where there are no standards, or where the standards are lower than those listed below, HFHI requires the affiliate or national organisation to comply with the following policy based on the child labour standards developed by the International Labour Organisation under the auspices of the United Nations:

Light work (See description below)	General construction (See description below)	Dangerous work (See description below)
13 years or more	15 years or more	18 years

For purposes of these standards, **light work** is defined as: lot clearing, meal preparation, painting, landscaping, transporting supplies (weight limit appropriate to the child's capacity and not more than 5 – 7 kilos), babysitting, and other similar work. It would also include any other activities (i) which are not likely to be harmful to the health or development of children and (ii) which are not such as to prejudice their attendance at school or their capacity to benefit from the instruction received. Light work equates to:

- simple and well-defined tasks;
- lack of physical or mental effort that could endanger the child's health or development;
- the limited number of daily and weekly hours of work;
- regular breaks and weekly rest of at least 48 hours;
- no night work.

Light work would not include general construction, or working on a site where general construction is taking place.

Dangerous work would include working from a height of greater than six feet or 1.8m, roofing, using power tools or electrical or gas-powered equipment, the use of powder-actuated tools, demolition or excavation.

General construction would include all other construction work, not considered light work or dangerous work, such as carpentry, siding, plastering, flooring, laying foundations, masonry work, brick making, and finishing work. The use of hand tools would be part of general construction work.

Parental permission is required for any child under the age of legal majority (usually 18 or 19) to work at a Habitat for Humanity job site. In situations where homeowner children under the age of 13 accompany their parent or guardian to the job site, these children should do no work or, where unavoidable, only the lightest, such as assisting volunteers or site preparation under parental/guardian supervision.

These standards apply to employees, volunteers and homeowner children. These standards are designed not only to prevent the economic exploitation of children, but also to protect their health, safety and morals.

Age and Activity Standards for a Habitat for Humanity Worksite

These standards are designed to ensure a safe work place for all. Affiliates and national organisations are required to comply with child labour laws in their country. Written permission of a parent or guardian must be on file at the affiliate for any child under the age of legal majority who takes part in worksite activities. For additional information, please log onto: <http://www.habitat.org/ccyp>

Light work -Minimum age 13

- ✓ Clearing lots
- ✓ Preparing meals
- ✓ Painting
- ✓ Landscaping
- ✓ Transporting supplies (weight limit appropriate to the child, not more than 5 to 7 kilos)
- ✓ Babysitting

Other activities are allowable that are not harmful to a child's health and development and will not prejudice their attendance at school or diminish their ability to benefit from instruction.

Light work is characterised by:

- ✓ Simple and well-defined tasks
- ✓ No physical or mental effort that could endanger the child's health or development
- ✓ A limited number of daily and weekly hours of work
- ✓ Regular breaks and weekly rest of at least 48 hours
- ✓ No night work

General construction -Minimum age 15

- ✓ Carpentry
- ✓ Siding
- ✓ Plastering
- ✓ Flooring
- ✓ Laying foundations
- ✓ Masonry
- ✓ Brick making
- ✓ Finishing work
- ✓ Use of hand tools

Dangerous work- Minimum age 18

- ✓ Working from a height greater than 6 feet or 1.8m
- ✓ Roofing
- ✓ Using power tools
- ✓ Using electric or gas-powered equipment
- ✓ Using power-actuated tools
- ✓ Demolition
- ✓ Excavation