

**PRAKAS
ON**

**DETERMINATION OF TYPES OF LIGHT WORK AND EMPLOYMENT THAT
CHILDREN WHO HAVE ATTAINED 12 – 15 YEARS OF AGE MAY BE HIRED**

Ministry of Labour and Vocational Training

DECISION

Item 1

Employers of enterprises or establishments referred to in Article 1 of the Labour Law shall be allowed to employ children who have attained 12 years of age in the types of light work listed in Item 2 of the present *Prakas*.

If working children are not correctly certified their ages by official documents or Labour Inspector has reason to believe that the official documents of such age certifying is fraudulent, a physician in the public service shall be chosen to clarify the children ages.

Children who perform work as part of their vocational training may be employed for the types of work listed in Item 2 of the present *Prakas*.

Item 2

Light works are those types of work that are not hazardous to the health or mental and physical development of children, and are not affect the regular school attendance, the participation in guidance programs or vocational training approved by a competent authority.

The types of light work referred to in the condition of Item 1 are:

- 1) Light feeding work in agriculture; Caring for small domestic animals (however, not catching and killing of those animals); Planting work; collecting agro-product, Fruit picking (however, not to climbing), and cleaning;
- 2) Weeding and hoeing;
- 3) Routine work for the marking of goods;
- 4) Work in certain shops, such as fruit and vegetable business or news-stands and similar products;
- 5) Receiving, packing, selecting, sorting out and assembling light goods and empty packaging
- 6) Light cleaning, clearing and table setting such as plate, spoons, forks, knives, etc;
- 7) Easy manual assembling (however, not soldering, welding or work with dangerous adhesive products);
- 8) Painting work with protecting gears, but not spray-painting;

- 9) Easy work, such as sewing, filling bags, folding cartons and polishing ceramic and glass products, cut off a leaving fabric, or resembling other parts of clothes, or clearing an oil sedimentary on clothing products or putting trade mark and price of clothes.
- 10) Marking and sorting out clothes for laundry;
- 11) Checking and inspecting of products;
- 12) Internal messenger work;
- 13) Lighters letters or message carrying, including delivering newspapers and other documents;
- 14) Putting up books in libraries;
- 15) Lifting, shouldering, carrying, handing light goods.

Item 3

Employers shall, when employing children aged between 12 and 15 years of age, ensure that the child's parents or guardians are familiar with the conditions of employment, including the length of working hours, school hours, risks of accidents and diseases which may be connected to the work, occupational health and safety measures which have been adopted. Employers shall encourage working children to school, if possible.

Item 4

Daily working hours shall not exceed 4 hours on school days and 7 hours on days other than school days.

The total actual working time shall not exceed 12 hours a week during weeks which include school days, and 35 hours a week during weeks other than school weeks.

Where children work for more than one employer, their working hours shall be calculated together. Where their daily working hours exceed 4 hours and 30 minutes, young persons shall have a break of at least 30 minutes. One time break shall be scheduled accordingly.

Item 5

Children between 12 and 15 years of age shall not work during the period between 20:00 pm to 06:00 am.

Item 6

Children between 12 and 15 years of age shall have a continuous rest period at least 14 hours in each period of 24 hours.

Item 7

Children between 12 and 15 years of age who carry out light work shall have two continuous days off in each week. One of the days off shall normally be a Sunday.

Item 8

The revision committee referred to in Item 6 of MLVT Prakas No.ofon the prohibition of Hazardous Child Labour shall review the list of types of light work referred to in Item 2 of the present parkas with a view to determining whether the exemption for these types of work continues to be required.

In carrying out its review, the Revision Committee shall be governed by Item 6 of the parkas referred to in the previous paragraph.

Item 9

Those guilty of violating the provision of the present *Prakas*, referred to in Chapter XVI of the Labour Law, shall be fined or imprisoned.

Item 10

The present *Prakas* shall take effects as of the date of its signature.

Copy:

- Cabinet of the King
- General Secretariat of Senate
- General Secretariat of National Assembly
- Cabinet of Prime Minister
- Council of Ministers
- All relevant Ministries
 "For information"
- General Directorate of Labour
- General Directorate of Administration and Finance
- All Provincial and Municipal Departments of Labour and Vocational Training
 "For dissemination and implementation"
- Employer Associations "For implementation"
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