

HFHI Child Labor Policy

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

| Light work (See description below) | General Construction | 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 is not such as to prejudice their attendance at school or their capacity to benefit from the instruction received. It should include

- 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 180 cm, roofing, using power tools or electrically 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, including 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 assistance of volunteer support 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.

The affiliate and national organization should work with the Youth Programs department in their area to develop alternative ways for children of homeowners to assist their families to complete sweat equity hours and to otherwise engage children from the community in the mission of Habitat for Humanity.