

GUIDANCE ON PROTECTION OF VULNERABLE GROUPS

Comply with national and international legal requirements on compulsory labor and minors.

Your institution should not employ any person against his or her will and should not do business with enterprises that benefit from forced labor. Pay special attention to vulnerable groups, including migrant workers, prison laborers, indigenous or tribal peoples, and workers from groups who are significantly discriminated against in the local culture. If your country does not have a national law that address forced labor, you should follow international law.

Your institution should not employ any person under the minimum age for work established in law. In countries where the school-leaving age is less than 15, the minimum age for full-time work may be set at 14 as a transitional measure, but it should be raised to 15 as soon as the school-leaving age is raised. In no circumstance should you employ someone younger than 14.

For light work, you may engage children starting at 12 years in less-developed countries and 13 years in developed countries, per international standards. Light work is labor that does not interfere with the child's schooling, does not harm the child in any other way, and leaves sufficient time for the child to also develop socially through play. Examples of light work include undertaking relatively simple tasks in the family business before and after school and receiving money for performing errands for neighbors.

The minimum age is 18 for hazardous work, which is work that is likely to harm the health, safety, or morals of a child. Examples of such work include very demanding physical labor and work performed in dangerous conditions.