

## GUIDANCE NOTE:

### Engagement of Children for Work by Humanitarian Actors, or their Implementing Partners/Contractors

The Child Protection Sub-Sector (CPSS) recognises the need for guidance on types of activities that children can engage in exchange for money, services, or goods. The CPSS upholds the principle that the best interest of the child is central to any and all operations.

#### We adopt the following standards:

1. Labor or work is defined as any activity in exchange for money, goods, or services. This includes Cash For Work, use of volunteers to conduct activities, or any other like activity.
2. We recognise the Child Labor law of Bangladesh, that children under 14 may not engage in any type of work or similar arrangement. Children between the ages 14 and 18 can engage in productive activities, which are recognized as being positive for the development and mental health of young people and their families. Productive activities can include: community mobilisation work, Child Friendly Space facilitation, For the duration of this document, “productive activities” are understood as any activity in exchange for money, goods, or services. This includes Cash For Work , use of volunteers to conduct activities, or any other like activity.
3. The International Labour Organization works with governments to establish the age-limit and to elaborate a country-specific list of hazardous labor. A Government order issued in Bangladesh on 13th March 2013 identifies 38 processes/activities hazardous for children<sup>1</sup>. Under no circumstances children under the age of 18 should be involve in any hazardous activities. Some of the hazardous activities known in Cox’s bazar include:
 

<ul style="list-style-type: none"> <li>• Brick or stone breaking</li> <li>• Construction</li> <li>• Blacksmith</li> <li>• Automobile workshops</li> <li>• Manufacturing of Aluminum products</li> <li>• Battery recharging</li> <li>• Manufacturing of plastic or rubber products</li> <li>• Salt refining</li> </ul>	<ul style="list-style-type: none"> <li>• Manufacturing of soap or detergent</li> <li>• Car or metal furniture painting</li> <li>• Dyeing or bleaching of textiles</li> <li>• Metal works</li> <li>• Manufacturing of chalk product</li> <li>• Manufacturing of pesticides</li> <li>• Truck or tempo or bus helper</li> <li>• Electric mechanic</li> </ul>
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4. Children between the ages of 14 and 18 should not be engaged in any productive activity that prevents access to education, vocational training opportunities, or conflicts with access to other life-saving or basic services.
5. Children should not be required to work for more than 20 hours a week in any type of productive activity. A documented assessment of the risks that the labor exposes the child should be developed and the mitigation measures should be implemented by the employing organisation. The responsible persons of the agency or organisation that employ children should be clearly identified and held accountable for ensuring these preventive measures.
6. Productive activity conditions should be provided with consideration for the child’s specific needs and should be managed on a case by case basis, recognising that some children 14-18 years of age also have child-caring responsibilities and/or have been exposed to trauma, making it not appropriate for them to engage in work.

<sup>1</sup>[http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new\\_delhi/documents/genericdocument/wcms\\_486739.pdf](http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/genericdocument/wcms_486739.pdf)

7. Work conditions and worker's rights should be explained to child workers in a clear and child-friendly manner. It is the organisation's responsibility to ensure child workers are aware of their rights when engaged in productive activities.
8. It is the organisation's responsibility to verify the age of the child and register any unregistered minor; lack of knowledge is not a defence.
9. The employers should be made aware of the child rights and sign a code of conduct to ensure that they are not going to harm children in any way, that they are going to create a safe environment and would report any concerns around the conditions of children at work.
10. The organisations that engage or allow their partners to engage child at work should have assessed the current needs, capacities and the gaps of these organisations in ensuring a safe working environment and provide a relevant support, monitoring/follow-up and respond to any incident that occurs and inform to the child protection cluster group for wider support.

**These guidelines apply to all organisations operating within the humanitarian response across refugee camps and host communities, including contractors and sub-contractors, working under humanitarian actors. Actors should include in their procurement and work guidelines a commitment that contractors comply with these guidelines.**

## Child Safeguard and Compliance

- Agencies intended to engage children with work, should approve and adopt this guidelines at the senior management level.
- Employing organisation should ensure that failure to adhere to the above standards can be reported, investigated and verified by its internal child safeguard mechanism or any other similar mechanism. CP and other actors can report any breach of this policy to the CPSS.
- Agencies wishes to engage in working with employment can contact the Child Protection Sub Sector for technical advices.