

Young workers in agriculture

59% of agriculture workers worldwide are under the age of 18

Distinction between child labour and employing young workers



Employing children under 15 years of age is a criminal offence



Young workers between the ages of 15 and 17 may be employed in certain protective conditions

Employers of young workers must...

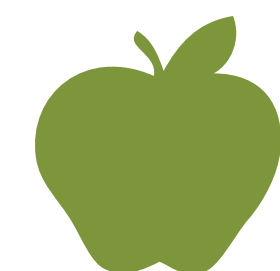
Ensure that work does not interfere with young workers'...



Education



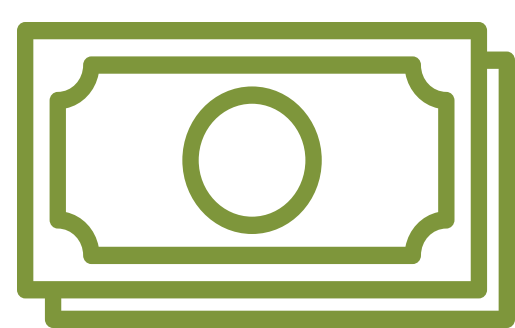
Health



Nutrition



Provide occupational health and safety training



Pay young workers at least the minimum wage



Follow responsible recruitment practices

Young workers may not...



Work at sites like cellars, where the final product contains more than 1% alcohol



Work before 6:00 or after 18:00



Work more than 35 hours in any week



Work with chemicals



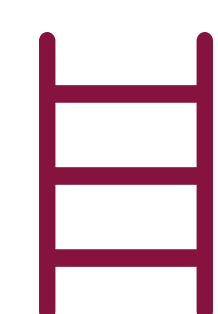
Operate heavy machinery



Manually handle or transport heavy loads



Work where noise levels exceed 80 decibels



Work more than 5m off the ground/floor

Employers of young workers must keep the following documentation



A written policy on child labour



Employment contract signed by guardian or parent



Signed parental/ guardian permission and contact details



Copies of ID documents



Copies of payslips for last 3 years



A remedial plan to mitigate risk to young workers and children



Employment records (including training, promotion and apprenticeships)



Attendance registers

Sources:

1. www.ilo.org
2. Constitution of South Africa
3. <http://www.ilo.org/ipecc/areas/Agriculture/lang--en/index.htm>