

Summary of Belize Legislation Review Committee (LRC) Recommendations April 2019

The LRC met for a total of fourteen meetings over a six-month period, during which two, two-day workshops were conducted.

Composition of LRC:

- Chair – Paula Hender, Attorney General’s Ministry
- Co-Chair – Baja Shoman, Attorney General’s Ministry, Legal Aid
- Danae Grant – The Belize Family Court
- Paulette Wagner – Labour Commissioner Ag.
- Donelle Hawke – Social Security Board
- Aida Reyes – Labour Department
- Elroy Foreman – Banana Industry
- Aretha Ford – The Belize Magistrate Court
- Zune Canche – Sugar Industry
- Ganesha Brannon – Human Services Department
- Diane Williams – Citrus Industry
- Delvitt Samuels – Ministry of Education
- Margaret Nicholas – National Committee for Families and Children
- Sherigne Rodriguez – Office of the Director of Public Prosecution

Winrock International:

- Country Coordinator – Leidi Urbina
- Financial and Administrative Associate – Jasmin Peralta/Rosalia Reymundo

Lawyers Without Borders:

- Hayley Webster
- Jeff Latov
- Bruce Feustel
- Matt Morley

Laws Revised:

1. Criminal Code Act, Cap 101
2. District Courts Act, Cap 97
3. Education and Training Act, Cap 36
4. Equal Pay Act, Cap 302:01
5. Factories Act, Cap 296
6. Factories Regulations, Cap 296
7. Families and Children Act, Cap 173
8. Government Worker’s Regulations, SI 145 of 1992

9. Juvenile Offenders Act, Cap 119
10. Labour Act Regulations Cap 297
11. Labour Act, Cap 297
12. Motor Vehicle Insurance (Third Party Risks) Act, Cap 231
13. Motor Vehicles and Road Traffic Act, Cap 230
14. Penal System Reform (Alternative Sentences) Act, Cap 102:01
15. Settlement of Disputes (Essential Services) Act, Cap 298
16. Shops Act, Cap 287
17. Social Security Act, Cap 44
18. Trade Dispute (Arbitration and Inquiry) Act, Cap 299
19. Trade Union Act, Cap 300
20. Trade Union and Employers' Organisations (Registration and Status) Act, Cap 304
21. Wage Councils Act, Cap 302
22. Workmen's Compensation Act, Cap 303

EDUCATION AND TRAINING ACT, CHAPTER 036

Section 2: revision of definitions of “child” and child of compulsory school age”

Recommendations:

1. definition of “child”: The definition should be revised to mean a person under the age of 18.
2. definition of “child of compulsory school age”: The definition should be changed to “Compulsory education”; this should refer to compulsory education for all children, vocational or otherwise, rather than compulsory age when the child can leave school.

Section 50 (2), Recommendation:

Develop a code of Conduct to include provisions for –

- Protection from bullying;
- protection from illegal activities by persons on the school compound including other students;
- Standardize disciplinary code;
- Procedure for disciplinary action;
- Protection from extreme forms of punishment and outline acceptable forms of discipline;
- Outreach to educate teachers on acceptable and unacceptable forms of discipline; and
- Revise rules to include all the above issues.

Section 52 (b), Recommendation: Delete the sub-section (b).

Section 59: Recommendations:

1. Delete the words “who is five years old by the first day of September and who has not exceeded the age of fourteen” and substitute with the words “who has not completed compulsory education”.
2. Delete the word “fourteen” occurring secondly and substitute with the word “eighteen”.

Section 61(1), Recommendations:

1. Delete the words “of compulsory school age” in subsections (1) and (2).
2. Delete subparagraph (c) and substitute with the following new subparagraph “unless there is any reason by the parent that is justifiable to the truancy officer”.

Section 65 (1), Recommendation: The penalty for a first offence should include some sort of social services intervention with no fine, however for a second offence a person should be subject to a fine of not exceeding \$100.

THE LABOUR ACT, CHAPTER 297

General recommendation:

The definition of “Labour Worker” causes confusion when tied to a contract of employment and should be deleted.

Section 2, Recommendations:

1. Insert definition of “child” to mean - a person under the age of 18.
2. Insert a definition for “young person” to mean – a person who has attained the age of sixteen years but is under the age of eighteen years.
3. Insert a definition for “family undertaking” to mean - a small or micro enterprise which is owned and operated mainly by members of the same family.
4. “Disabled Person” should be revised to ensure it is in compliance with the internationally accepted definition.
5. Insert definition of “light work” to mean - work that
 - a) may be performed by a child who is 13 years of age or older;
 - b) is not likely to be harmful to a child's physical health, mental health, safety, moral or general welfare or development;
 - c) does not prejudice the child's school attendance or participation in training and vocational programs, or the child’s capacity to benefit from such instruction;
 - d) Is not performed between the hours of 6 pm and 6 am; and
 - e) does not exceed-
 - (i) If the child is 13 years of age, 1 hour on a school day or 2 hours on a non-school day and in any case does not exceed 7 hours per week; or

- (ii) If the child is between 14 and 16 years of age, but has not completed compulsory education, 2 hours on a school day or 6 hours on a non-school day and in any case does not exceed 28 hours per week, except during school vacation period.
- 6. Insert a definition for “**hazardous work**” to mean - Work which is likely to harm the health, safety, morals or education of a child, including but not limited to —
 - a) Work which exposes a child to physical, psychological, or sexual abuse;
 - b) Work that is performed underground, under water, at dangerous heights, or in confined spaces;
 - c) Work with dangerous machinery, equipment, and tools, or which involves the manual handling or transport of heavy loads;
 - d) Work in an unhealthy environment, which may expose a child to dangerous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; (Consider including a table with a weight chart)
 - e) Work under particularly difficult conditions such as work for long hours or between the hours of 6 pm and 6 am, or work where the child is unreasonably confined to the premises of the employer; (define the term “Unreasonably confined”).
 - f) Work that exceeds two hours on a school day or six hours on a non-school day, and in any case exceeds twenty-eight hours per week except, during school vacation periods or where the child has completed compulsory education; and

Under certain circumstances, a young person i.e. a child that is 16 or 17 years of age, 17 may perform work listed on the hazardous work list if the work is identified as a hazard that can be mitigated and adequate training, supervision and safety measures are provided, as necessary.

- 7. Insert definition of “**worst forms of child labour**” to mean –
 - a) All forms of slavery and similar practices including trafficking, bonded labor, and compulsory labor;
 - b) Using, procuring, or offering a child for prostitution, producing pornography or similar practices;
 - c) Work that is likely to harm the health, safety, morals or education of a child; or
 - d) Using, procuring, or offering a child for illicit activities including –
 - (i) the production or trafficking of drugs;
 - (ii) gang activity;
 - (iii) trafficking of firearms or ammunition; or
 - (iv) importation and handling of contraband.

Section 31, Recommendations:

- 1. Delete the word “child” in the proviso.
- 2. Include a requirement for parental consent for a child to be employed.

Section 54 (2), Recommendations:

1. Delete the words “non-adults” and substitute with the words “young persons”.
2. A young person should be allowed to sign without the consent of the parents if:
 - a. They have completed compulsory education; or
 - b. Under any other circumstances as the Labour Commissioner thinks fit.

Section 71, Recommendation: Delete the words “who has attained the age of sixteen years”.

Section 77, Recommendation: Increase the fine from \$500.00 to \$1,000.00.

Section 160 (1), Recommendations:

1. **Paragraph (a)** -- delete paragraph (a).
2. **Paragraph (b)** -- delete the words “persons who are under the age of 16 years” and substitute with the words “a child”
3. **Paragraph (c)** – (i) delete the words “persons who are under the age of 16 years” and substitute with the words “young persons”
 - (ii) Delete the words “5 pm” and substitute with the words “6 pm”.

Section 161 (1), Recommendation: Delete the words in paragraph (b) and substitute with the following “a child”.

Section 161 (2), Recommendation: increase the penalties from \$150. to \$5,000.

Section 162 (1), Recommendation: Labour Department to determine whether or not the discriminatory reference to women will be removed from the Act.

Section 162. (2), Recommendation: Delete subsection (2).

Section 162 (3), Recommendation: - Delete the words “male persons between the ages of 16 and 18 years” and substitute with the words “young person”

Section 162 (4), Recommendation: Delete the words “persons under the age of eighteen years” and “male persons between the ages of 16 and 18 years” and substitute with the words “young person”

Section 162 (5), Recommendation: Delete subsection (5)

Section 162 (6), Recommendation: Delete subsection (6)

Section 163 (1), Recommendation: Delete Section 163 as section 16 applies to all workers.

Section 164 (1), Recommendations:

1. Insert the words “under the age of 13 years” after the word child.
2. Delete the word “children” and substitute with the word “child”, insert the word “a” immediately before the word “technical” and delete the word “schools” and substitute with the word “school”.

Section 166, Recommendation: Delete Section 166 as it may no longer be applicable.

Section 167 (1), Recommendation: Delete Section 167 as it may no longer be applicable.

Section 168 (1), Recommendation: Delete Section 168 as Section 16 applies to all workers.

Section 169, Recommendations:

1. **Paragraph (a)** - delete the word “twelve” and substitute with the word “thirteen”;
2. **Paragraph (c)** - delete the words in paragraph (c) and substitute with the words “before 6 am or after 6 pm on any day”;
3. **Paragraph (d)** - delete the words in paragraph (d) and substitute with the words “2 hours on a school day and four hours on a non-school day”;
4. **Paragraph (e)** - delete paragraph (e);
5. **Paragraph (f)** - delete paragraph (f);
6. **Paragraph (g)** - delete paragraph (g);
7. Include a provision which states that the minimum age for a child to be in full-time employment is where the child has attained 16 years of age and has completed compulsory education.
8. Include a provision stating that a requirement for full-time employment of a child prior to completion of compulsory education must be by way of application to the Labour Commissioner;
9. To approve an application, the Labour Commissioner must acquire written approval of the Ministry of Education and the Ministry of Human Development.

Section 170 (1), Recommendation: Subsection (1)(a) - delete the word “twelve” and substitute with the word “thirteen”

Section 171, Recommendation: define entertainment or use a different word (cultural or educational performance), and insert a time frame (insert examples and a list of like kind).

Section 172 (1), Recommendations:

1. **Subsection (1)** - the fines should be charged based on the size of the business that employs the child as follows:
 - (a) If offender is a small business, increase of fine to \$1,000 and 1-year imprisonment; and
 - (b) If offender is a corporation, increase of fine to \$5,000 and 1-year imprisonment.

2. **Subsection (2)** - the fines should be charged as follows:

- (a) Parent's first offence - Probation or community service; and
- (b) Parent's second offence – fine of \$25 and \$500.

Section 174, Recommendation: The section should be deleted as the Criminal Code deals with falsification of documents so.

Section 175, Recommendations:

- 1. Define manual labour.
- 2. Include parameters for manual labour that children in an institution/ detention center can do, in accordance with the light and hazardous list.

Section 176A(1), Recommendation: Insert a subsection in accordance with section 13 of Families and Children Act.

CRIMINAL CODE ACT, CHAPTER 101

General recommendation: Include a definition for child, to mean a person under the age of 18.

WORKMEN'S COMPENSATION ACT, CHAPTER 303

General recommendation: Remove the reference to illegitimate child.

Section 2 (1), Recommendation: separate the definition of "adult" and "minor" and replace the definition of a minor with the definition of a child

DISTRICT COURTS (PROCEDURE) ACT CHAPTER 97

General recommendation: Include the definition of a "Child"

Section 8, Recommendations:

- 1. Remove the provision in the section for cost to be awarded against a child who sues an employer for wages.
- 2. (Action by infant for wages. 8 of 1970. 21 of 1985. 10 of 2010) Marginal note refers to "infant" change to child

FAMILIES AND CHILDREN ACT, CHAPTER 173

Section 2, Recommendation: replace the definition of "child" with LRC's definition of child

Section 7, Recommendation: Remove the conditions for employment of a child and reference the definition of hazardous work in accordance to the Labour Act

Section 13, Recommendation: Insert a subsection (2) to say that cost cannot be recoverable against a child who sues an employer for wages.

Section 51, Recommendation: Delete the words “unless the contrary is shown” and substitute with the words “unless the child has completed compulsory education and is in fulltime employment”

MOTOR VEHICLE ROAD TRAFFIC ACT, CHAPTER 230

General recommendation: Include the LRC’s definition of “Child”.

Section 29 (4), * Note: There is no requirement for a license to drive a tractor, there needs to be a determination if this job will be included in hazardous work list.

Section 35, Recommendation: Delete the words “under the age of eighteen years” and substitute with “child”

Section 87 (1), * Note: This section is not in compliance with the age of criminal responsibility for a child.

SHOPS ACT, CHAPTER 287

Section 3 (1), Recommendation:

1. Delete the words “fourteen years” and substitute with the words “thirteen years”.
2. Insert the words “except to do light work”, after the word “Shop”.
3. Insert a new sub-section (3) that provides the definition of Light work.

Section 5 (1), Recommendation: delete the words “persons under the age of eighteen years” and substitute with the word “child”

Section 7 (1), Recommendation: Add a new sub-section (7) as follows – Notwithstanding this section a child may be employed part time in accordance with section 3(as amended above)

EQUAL PAY ACT, CHAPTER 302.01

Section 8 (1), Recommendation: Subsection (1) - insert after the word “women” the words “or a child who has attained compulsory education”

Section 9 (2), Recommendation: Delete the words “who employs both men and women”.

FACTORIES ACT, CHAPTER 296

Section 2, Recommendations:

1. Replace definition of “young person with the LRC’s definition of young person.
2. Delete the reference to “young persons” in the Act and Regulations.
3. Include a provision for children to work in accordance to the Light Work List and Hazardous Work Lists.

FACTORIES REGULATIONS, CHAPTER 296

Section 50, Recommendation: delete the word “female”, in the section.

Section 58, Recommendation: delete every reference to “young person” in the section.

JUVENILE OFFENDERS ACT, CHAPTER 119

Section 2, Recommendations:

1. Delete the definition of “child” and substitute with the LRC’s definition of child.
2. Delete the definition of “young person” and substitute with the LRC’s definition of a young person.

Section 14 (1), Recommendations:

1. Delete the words “under the age of eighteen years” in the entire Legislation and substitute with the word “child”
2. Delete all references to illegitimate child.

PENAL SYSTEM REFORM (ALTERNATIVE SENTENCES) ACT, CHAPTER 102.01

Section 2, Recommendations:

1. Include the LRC’s definition of light work and hazardous work lists.
2. Delete the definition of “juvenile” and substitute with the definition of “child”.

GOVERNMENT WORKERS REGULATIONS

Section 2, Recommendation: The LRC definition of “child” and “young person” should be inserted.

Section 21 (1), Recommendations:

1. Subsection (2) -

- a) In the heading, delete the words “part IV” and substitute with the words “part XIII”.
- b) Delete the words “over 14 but under 18 years of age”

2. Subsection (2)(a) – Delete the words,

- a) “Women and”,
- b) delete the word “may” and substitute with the word “shall”; and
- c) “between the hours of 10 p.m. and 6 a.m.”.

3. Subsection (2)(a)(ii) –The Ministry responsible for the Government Workers Regulation will need to amend the legislation in accordance with Labour Department’s recommendation in the Labour Act Section 162(1).

4. Subsection (2)(b) – Adopt the recommendation for employment of children on vessels under the Labour Act.

5. Subsection (2)(c) -- Delete paragraph (c).

6. Subsection (3) –

- a) Department in charge of this piece of legislation would need to make recommendations in accordance with the recommendations of the Labour Department in reference to women.
- b) Delete the word “young person” and substitute with “child”.
- c) Reference the Hazardous and Light Work lists
- d) Delete the word “male”.

Hazardous Worklist

Sector	Subsector	Task	Why it is hazardous	Mitigate for 16-17?	Requirements for Mitigation, must include training and supervision
Agriculture	Applicable to all agricultural work	Mixing or applying chemicals	Inhalation of chemicals has harmful effects, chemical burns, eye injuries, death	No	
		Use of heavy equipment and machinery	Bodily injury and death (to self and others) (list of permissible equipment/machinery)	Yes	licensed authorization
		Carrying heavy loads	Back injuries, stunting, knee injuries, hernias	Yes	Weight limitations on chart must be followed
		Collecting of thrash manually	Back injuries, stunting, knee injuries, hernias	Yes	Weight limitations on chart must be followed
		Burning cane or thrash	Bodily injury, death, burns, smoke inhalation	No	
		Using dangerous tools	Tools including machetes, axes, weed cutters, harvesting knives, sickles, sharp blades, shears, chain saws, hoes Bodily injury and death	Yes, in some cases	Weed cutters: protective gear including glasses, boots, gloves Shears: use of gloves

Sector	Subsector	Task	Why it is hazardous	Mitigate for 16-17?	Requirements for Mitigation, must include training and supervision
		Interaction with an animal likely to be dangerous	Bodily injury and death (to self and others), infections/viruses/etc.	Yes	Up-to-date immunizations
		Use and handling of fertilizers including spraying of herbicides	Health issues, skin irritation, respiratory complications	No	
		Burning fields/slash and burn	Bodily injury and death, including burning, respiratory complications	No	
		Plowing	Bodily injury and death (to self and others), exposure to potentially dangerous animals	Yes	Must have Class E Driver's License
		Manual clearing of land	Bodily injury and death, exposure to dangerous animals	Yes	Child participation limited to non-hazardous stages – i.e. clearing underbrush but not felling trees
		Felling trees	Bodily injury and death, exposure to dangerous animals	No	
		Clearing of land with machine	Bodily injury and death	Yes	Must have Class E Driver's License
		Manual loading	Bodily injury, stunting growth,	Yes	Weight limitations on chart

Sector	Subsector	Task	Why it is hazardous	Mitigation for 16-17?	Requirements for Mitigation, must include training and supervision
			hernias and related maladies		must be followed
		Piling off truck	Bodily injury, stunting growth, hernias and related maladies	Yes	Weight limitations on chart must be followed
		Mechanical loading	Bodily injury and death (to self and others) (list of permissible equipment/machinery)	Yes	Must have Class E Driver's License
		Transportation of seeds, cane, etc. on a truck	Bodily injury and death (to self and others)	Yes	Must have driver's license with appropriate classification
		Alignment of rows manually	Bodily injury and exposure to potentially dangerous animals	Yes	Must have protective gear
		Alignment of rows with tractor	Bodily injury and death (to self and others), exposure to potentially dangerous animals	Yes	Must have Class E Driver's license
		Open fire path	Bodily injury	Yes	Must have vocational training
		Milling and Mill Process Activities	Bodily injury and death	No	
		Processing	Bodily injury and death	No	
		Traveling to and from farms in tractor trailers	Bodily injury and death	No	

Sector	Subsector	Task	Why it is hazardous	Mitigation for 16-17?	Requirements for Mitigation, must include training and supervision
		Consumption of alcohol	Bodily injury and death (to self and others)	No	
		Manual weeding	Bodily injury and exposure to potentially dangerous animals	Yes	Must have protective gear
		Use of ladders	Bodily injury and death	Yes	Limiting to a certain height (tbd)
		Budding Knives (Citrus)	Bodily injury	Yes	With supervision and protective gear
		Shears (Citrus)	Bodily injury	Yes	With supervision and protective gear
		Cutting of cane (Sugar)	Bodily injury and death potentially dangerous animals	Yes	Must have vocational training
		Cutting of seed (Sugar)	Bodily injury and death potentially dangerous animals	Yes	Must have vocational training
		Use of de-leaving knife (Banana)	Bodily injury and death	No	
		Use of Cacao knife (Cacao)	Bodily injury and death	No	
	Fishing				
		Sorting, Unloading and Transporting catches	Back injuries	Yes	Weight limitations on chart must be followed
		Diving for various aquatic species or to	Drowning, bodily injury and death	No	

Sector	Subsector	Task	Why it is hazardous	Mitigate for 16-17?	Requirements for Mitigation, must include training and supervision
		free snagged net			
		Actively fishing; pulling fish onto boat	Bodily injury	Yes	Cannot pull nets onto boat
		Cleaning fish or shellfish	Bodily injury	Yes	Must have protective gear
		Repairing nets	Bodily injury	Yes	Must have protective gear
		Building or repairing of vessels	Bodily injury	Yes	Must have vocational training
		Tending to aquaculture farms	Drowning	Yes	Cannot use chemicals
Services	Applicable to all services work	Carrying heavy loads	Back injuries, stunting, knee injuries, hernias	Yes	Weight limitations on chart must be followed
		Use of fire	Bodily injury and death, including burning, respiratory complications	No	
		Use of dangerous tools	Bodily injuries	In some instances	Must have protective gear
		Use of chemicals	Health issues, skin irritation, respiratory complications	No	
		Exposure to alcohol and other illegal drugs		No	
		Potential exposure to sexual		No	

Sector	Subsector	Task	Why it is hazardous	Mitigation for 16-17?	Requirements for Mitigation, must include training and supervision
		harassment or abuse			
		Consumption of alcohol		No	
	Vending	Street selling	Bodily injury, death, risk of exploitation, accidents	Yes	Not between the traffic
		Vending on moving vehicles	Accidents, abduction	No	
	Tourism	Exposure to illegal activities such as prostitution or employment in adult entertainment including but not limited to bars, strip clubs, casinos, brothels	Exposure to sexual abuse, alcohol, illegal drugs, disease	No	
		Fishing tours	Bodily injuries, drowning, accidents	Yes	Use of life jacket, gloves, no use of sharp tools
		Snorkeling	Bodily injuries, drowning, accidents	Yes	Use of lifejacket, goggles, proper snorkeling equipment
		Diving	Bodily injuries, drowning, accidents	Yes	Must be certified, use of proper equipment
		Caving	Bodily injuries, drowning, bats (rabies)	Yes	Life jacket, protective gear

Sector	Subsector	Task	Why it is hazardous	Mitigation for 16-17?	Requirements for Mitigation, must include training and supervision
					including helmet and flashlight
		Provocative marketing	Risk of exploitation, exposure to alcohol and drugs	No	No
	Domestic Work	Use of chemicals and cleaning products	Skin irritation, health issues, respiratory issues	In some instances	For cleaning products that do not contain dangerous chemicals: use of gloves, face mask, ventilated area, three hours per day maximum
		Use of dangerous tools	Bodily injury	In some instances	Must have protective gear such as gloves
		Exposure to constant excessive dust	Respiratory issues, eye irritation		Dust mask, three hours per day maximum
	Baby Sitting				
	Transportation	Conductors	Accidents, bodily injury, death, abduction	Yes	No standing at the door, doors must be closed while the bus is moving
	Office Work	Carrying heavy loads	Back injuries, stunting, knee injuries, hernias	Yes	Weight limitations on chart

Sector	Subsector	Task	Why it is hazardous	Mitigate for 16-17?	Requirements for Mitigation, must include training and supervision
					must be followed
	Shop Work	Selling items that can only be used by adults	Risk of exploitation, risk of consumption	Yes	May be sold if items will not be consumed on the premises
		Carrying heavy loads	Back injuries, stunting, knee injuries, hernias	Yes	Weight limitations on chart must be followed
		Use of ladders	Bodily injury and death	Yes	May not use ladders over a specified height
	Auto repair	Mechanical	Bodily Injury, death, burns	Yes	Must have vocational training
		Body works	Exposure to fumes, bodily injury	Yes	Must have protective gear
	Sewing	Cutting fabric	Bodily injury		
		Sewing using a sewing machine	Bodily injury, eye strain, neck and back strain	Yes	Must have vocational training
Industry	Relevant to all Industrial Work	Work at dangerous heights	Bodily injury and death, falling	No	
	Alcohol Production		Exposure to alcohol, health risks	No	
	Chemical Manufacturing		Exposure to dangerous substances, health risks	No	
	Production that Creates		Bodily injury, health risks	No	

Sector	Subsector	Task	Why it is hazardous	Mitigate for 16-17?	Requirements for Mitigation, must include training and supervision
	Irritants/Contaminants				
	Sale/Distribution of Harmful Products		Health risks	Yes	No direct contact
	Operations/Maintenance of Machines		Bodily injury and death (to self and others), accidents	No	
	Bottling		Bodily injury, damage to eyes	Yes	Manual bottling with proper gear (goggles, splash guards, gloves)
	Construction	Welding	Bodily injury, burning, eye injury	Yes	Vocational training exception? Observing and assisting, protective gear
		Carpentry	Bodily injury, eye injury	Yes	Vocational training exception? Observing and assisting, protective gear
		Electrical	Bodily injury, electrocution	Yes	Vocational training exception? License requirement

Sector	Subsector	Task	Why it is hazardous	Mitigation for 16-17?	Requirements for Mitigation, must include training and supervision
					Observing and assisting, protective gear
		Plumbing	Bodily injury	Yes	Vocational training exception? Observing and assisting, protective gear
		Masonry/Roofing	Bodily injury, death	Yes	Vocational training exception? Observing and assisting, protective gear

Light Work List

Sector	Task
Agriculture	Harvesting of crops including grain, vegetables, and fruit when the harvesting is done on the ground without the use of dangerous tools or machinery
	Manual deseeding or sorting of fruits, vegetables, and grains without the use of dangerous tools or machinery
	Preparing a garden or greenhouse without the use of pesticides, chemicals, fertilizers, or dangerous tools, or machinery
	Basketwork and other handicrafts without the use of dangerous tools or machinery
	Caring for small and barnyard animals that would not pose a danger to children ages 13-15
Services	Vending in a market
	Vending in a stand
	Selling products in shops (except for products only meant for adult consumption)
	Arrange light goods in store aisles (except for dangerous goods)

	Waitressing (except for products only meant for adult consumption)
	Clean tables (except for products only meant for adult consumption)
	Wash dishes, tables, napkins
	Office work
Banana Industry	Take out Banana from tank
	Filling of trays with Bananas
	Washing of Bananas
	Place empty on conveyor
	Office work
Domestic Work	Hang & fold clothes
	Wash dishes
	Sweep
	Garbage Collection
	Rake the Yard
	Manual Weeding
	Wash Cars
	Gardening without dangerous tools
	Make Beds
Citrus Industry 13 – 15 years	Land Preparation
	- Gathering of burnt sticks
	Planting/preparation of the ground
	- Digging of hole – 1 ft. deep
	- Covering of holes
	- Spotting of nursery plants
	Harvesting
	- Hand pick harvesting
	- Bagging of fruits
	Administrative
	- Inventory/stock taking
	- Office work

Child/Young Person Employment Contract

FIRST SCHEDULE, LABOUR ACT, CHAPTER 297

CONTRACT OF SERVICE FOR CHILD/YOUNG PERSON

NOTES:

1. Complete all sections fully and attach supplementary sheets, where appropriate.
2. A copy of the applicant's Social Security/Passport, to be submitted with the completed contract in triplicate.
3. All relevant fields to be printed in block letters.

Application is sought for approval of employment of _____ being a child/young person, in accordance with section 31(3) of the Labour Act. The employment is subject to the relevant conditions outlined in section (Light/Hazardous Work definitions and lists) of the Labour Act.

THIS AGREEMENT is made the _____ day of _____ 20____ between _____ ('the Employee'), of _____ (Employee's living address) and _____ ('the Employer'), having his registered office at, _____ - _____ (Employer's address) and the applicant's parent/guardian _____, of, _____ (address of parent/guardian).

EMPLOYMENT OF:

CHILD (13 years) CHILD (14 to 15 years) YOUNG PERSON (16 to 17 years)

I, _____, Labour Officer, hereby grant permission for the employment of _____ social security No. _____ providing that:

TYPE OF WORK

Light Work

Hazardous Work

Hours:

Hours:

Days:

Days:

1. Job title

1.1 The employee is employed in the capacity of _____
[Job title]

2. Commencement of employment

The child/young person's employment with the employer will begin on _____ [Start date]

3. Remuneration and social security contributions

3.1 The employer shall pay the child/young person remuneration at the rate of \$_____ per hour, payable weekly in arrears by [cash/bank transfer] on _____ (day) each week.

3.2 The employer undertakes that the rate of pay at which the child/young person will be not less than the minimum wage applicable to the child/young person under the Wages Council Act, Chapter 302.

3.3 The employer undertakes to make social security contributions, where applicable in respect of the child/young person as required under the Social Security Act, Chapter 44.

4. Telephone no. of parent/guardian: _____

4.1 In case of incident or emergency the following person shall be notified: _____ . [Name, Address and Telephone no of Emergency contact]

5. The child / young person is represented by: _____ (Name of representative),
of, _____ (address of representative).

IN WITNESS whereof the parties have set their respective hands and seals the day and year first before written.

Signature of parent

Signature of employer

Date

Date

Signature of child/young person

Signature of Labour Commissioner

Date

Date