

CHILD LABOUR POLICY

***people and places* is committed to the eradication of exploitative child labour.**

The term 'child labour' is defined by the International Labour Organisation as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
 - depriving them of the opportunity to attend school;
 - obliging them to leave school prematurely; or
 - requiring them to attempt to combine school attendance with excessively long and heavy work.

[International Labour Organization](#)

“Not all work done by children should be classified as child labour to be targeted for elimination. Children’s or adolescents’ participation in work that does not affect their health and personal development or interfere with their education is generally regarded as being something positive. Whether or not particular forms of ‘work’ can be called ‘child labour’ depends on the child’s age, the type and hours of work performed and the conditions under which it is performed, as set out in the ILO Conventions.”

<http://www.ilo.org/public/english/support/lib/resource/subject/childlabor.htm>

Often a child’s work is a vital source of income that enables children to help sustain their families, for example in rural families where they assist on family land. However we recognise the difference between a child ‘helping out’ to supplement the family’s income and a child being expected to do an adult’s work to support the family.

Because ***people and places*** works with economically poor communities, many of the children our volunteers come into contact with are involved in such ‘work’. Several of the projects where we place volunteers are involved in working with children who are at risk of becoming, or have been, ‘child labourers’. Our role is to find appropriately skilled volunteers who can provide assistance in building the capacity of local NGOs and project staff to carry out their role in supporting and providing alternatives for these children.

We commit to

1. Comply with national law on child labour and minimum age.
2. Comply with the [Convention on the Rights of the Child \(CRC, 1989\)](#).
3. Not using or supporting the use of child labour as defined in [ILO Convention 138](#).

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4. Prohibit and seek to eliminate the worst forms of child labour in accordance with [ILO Convention 182](#).
5. Not working with those who use any other form of child labour – unless an elimination plan is in place.
6. Effectively communicate the policy and associated guidance and procedures to personnel, partners, volunteers and other interested parties.

[See also our Child Protection Policy](#)