

- Minors are defined as youth under 18 years of age
- All minors must be accompanied by a parent or under the care of an institution (i.e. school or church)
- One adult representative of the institution must accompany every 10 minors for the duration of the project.
- Minors may not participate in blitz builds, heavy lifting, working on roofs or any place above 6 feet from the ground.
- Minors 13 years of age and under must be accompanied by a parent or legal guardian, have the approval of the hosting affiliate and will be restricted to specific activities.

Age	Guardianship	Working Conditions	Host Setting	Documentation Required
Age: 13 & below	Must be accompanied by a parent	Can only perform age appropriate functions (i.e. limited landscaping, serving food, off site non-construction activities, no heavy lifting Affiliates must guarantee children will not be working on a construction site where heavy construction is going on.	Affiliates in any country must be equipped and trained to handle children under this category	“Waiver of Liability” must be signed by the parent releasing Habitat for Humanity International of liability
Age: 14 – 15	Must be accompanied by parent or under the care of an institution (i.e. school, church) Ratio of adult to students at the build site is no more than 1:5	Can only perform age appropriate functions (i.e. landscaping, painting serving food, approved carpentry, no heavy lifting) Affiliates must guarantee children will not be working on a construction site where heavy construction is going on	Affiliates in any country must be equipped and trained to handle children under this category	Memorandum of understanding signed by the institution if/when appropriate. Parent must sign “Waiver of liability” and “Authority to treat” form that designate another adult on the team
Age: 16-17	Must be accompanied by parent or under the care of an institution (ie. school, church) Ratio of adult to students at the build site is no more than 1:5	May do construction work but: <ul style="list-style-type: none"> • Cannot work on the roof • No power tools • No blitz builds • Cannot work above 2 metres or 6 feet • No demolition or excavation work • No heavy lifting 	Affiliates in any country must be equipped and trained to handle children under this category (16-19 for Japan & Korea, and 16-20 for Singapore & Malaysia)	Memorandum of understanding signed by the institution if/when appropriate. Parent must sign “Waiver of liability” and “Authority to treat” forms that designate another adult on the team
Age: 18 or Older <i>Except: Japan 20, Korea 20 Singapore 21 Malaysia 21</i>	Treated as an adult	Treated as an adult	Anywhere	Standard Volunteer Documents

* This Chart pertains to ALL MINOR VOLUNTEERS.

*The National office in-conjunction with the local affiliate will develop a list of appropriate host site.

* Note: Age is calculated starting with 0, on the date of birth with the next anniversary of the birth resulting in the age increasing by 1 year. For example, someone born on December 25, 1980, will be 1 year of age on December 25, 1981.



CHILD LABOR POLICY

Requirement 5 - HFHI Model Child Labor Policy

Requirement 5 refers to NO compliance with the HFHI policy guidelines as defined in the Licensing Agreement. This HFHI child labor policy is to be used as a model for NO compliance with Requirement 5.

Habitat for Humanity International requires its National Organizations and its Affiliates to comply with the CHILD LABOR standards applicable within its own country. In those countries where there are no standards, or where the standards are lower than those listed below, HFHI requires the affiliate or national organization to comply with the following policy based on the child labor standards developed by the International Labor Organization under the auspices of the United Nations:

Light work (See description below)	General Construction	Dangerous work (See description below)
13 years and below	14 years or more	18 years

For purposes of these standards, **light work** is defined as: lot clearing, meal preparation, painting, landscaping, transporting supplies (weight limit appropriate to the child’s capacity and not more than 5 – 7 kilos), babysitting, and other similar work.

It would also include any other activities (i) which are not likely to be harmful to the health or development of children and (ii) which is not such as to prejudice their attendance at school or their capacity to benefit from the instruction received. It should include: *simple and well-defined tasks, lack of physical or mental effort that could endanger the child’s health or development, the limited number of daily and weekly hours of work, regular breaks and weekly rest of at least 48 hours and no night work.*

Light work would not include general construction, or working on a site where general construction is taking place.

Dangerous work would include working from a height of greater than six feet or 180 cm, roofing, using power tools or electrically or gas powered equipment, the use of powder actuated tools, demolition or excavation.

General construction would include all other construction work, not considered light work or dangerous work, including carpentry, siding, plastering, flooring, laying foundations, masonry work, brick making, and finishing work. The use of hand tools would be part of general construction work.

Parental permission is required for any child under the Age of Legal Majority to work at a Habitat for Humanity construction site. In situations where home partner children under the age of 13 are with their parent or guardian to the construction site, these children should do not work or where unavoidable, only the lightest assistance of volunteer support or site preparation under parental/guardian supervision.

These standards apply to employees, volunteers and homeowner children. These standards are designed not only to prevent the economic exploitation of children, but also to protect their health, safety and morals.

The National Organization and its Affiliates should work with the Volunteer Programs Department in their area to develop alternative ways for children of homeowners to assist their families to complete sweat equity hours and to otherwise engage children from the community in the mission of Habitat for Humanity.