

PROTECTING YOUNG WORKERS 15-17 YEARS OLD

This poster was developed by The Centre as part of a joint project funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and Nestlé. This poster is designed for companies to read, understand and help protect children's rights by taking responsible business decisions.

PROTECTING YOUNG WORKERS

While recruiting young workers



Verify the age through the original ID card,



Interview the young worker and the family members to confirm the age before hiring



Explain the contract terms and provide a written contract in a language they understand, with rights and protections



Keep records of young workers available at workplace

Facilitate communication for young workers



Assign a focal person to support young workers and communicate in their language



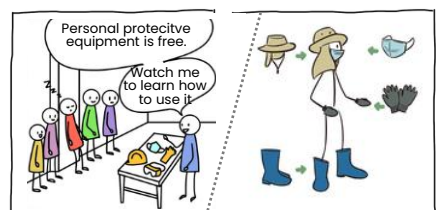
Inform youth who they can talk with to assure they can ask any concerns/questions

Supervise and support

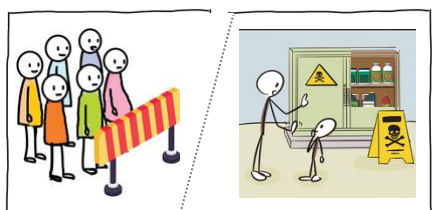


Daily supervision on
a) safe work conditions and tasks
b) working hours, c) school attendance if student

Protection against hazards



Provide safety instructions, supervision, and ensure the correct use of PPE. PPE may be as basic as a hat.



Keep chemical storage doors locked. Prohibit young workers from applied areas.

Safe working conditions



Label agrochemicals, and **keep** them in a locked or designated storage area



Provide clean water, toilets, and safe protected resting area.



WHAT IF THE YOUNG WORKER IS IN A HAZARDOUS WORK POSITION?

If you are an employer, labour broker, or labour facilitator



- Ask the child to stop
- Check if s/he is okay
- Inform the parent and supervisors
- Report the case through a grievance channel; see below

If you are worker



- Do not try to investigate the situation by yourself
- Contact your employer or a grievance mechanism for any concerns about young workers' safety/needs



Check the age of the young worker from your worker files

Only those over 18 years of age may work in hazardous jobs

If the worker is below 18, bring the young worker away from hazardous conditions, and provide medical care if needed



If the child is above 15 but doing hazardous work:

- in unsafe conditions/areas without protection
- with unsafe tools
- overtime and work during public holidays,
- night shift after 8 pm or before 7 am
- during school hours for students

Provide a non-hazardous job and hours

- do not reduce the salary
- follow-up to avoid recurrence

You may also seek support from:

MSPO Complaints & Grievance Mechanism

Portal: <https://emspo.org.my/public/complaints>

Email: complaints@mspo.org.my

Tel: +603 5569 9676

Child Rights Action Hub

Phone: +6017-643 4675 (Janna)

Email: Actionhubmy@childrights-business.org

Trust that the stakeholders will follow the best interest of the child (e.g. provide urgent needs, facilitate schooling and transportation with expert support)

RELEVANT MALAYSIAN LAW

[Children and Young Persons \(Employment\) Act 1966](#)



[Child Act 2001](#)



[Employment Act 1955](#)



[Sabah Labour Ordinance](#)



[MSPO Standard – Principles on Social Responsibility and Human Rights](#)



[RSPO Principles & Criteria](#) – Protection of Children



[Occupational Safety and Health Act, 1994](#)

