

WHAT WORK CAN CHILDREN AND YOUTH DO IN THE PALM OIL SECTOR?

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.

OVERVIEW

Important note: Young workers aged 15 to 17 may only undertake non-hazardous work and must be provided with appropriate supervision, safe working conditions (including access to PPE), legal working hours, fair remuneration and access to training and development opportunities

AGE	LIGHT WORK	REGULAR NON-HAZARDOUS WORK	HAZARDOUS WORK	NIGHT WORK FROM 8.00 pm to 6.00 am	OVERTIME, OR WORK ON PUBLIC HOLIDAYS
 0-12	✗	✗	✗	✗	✗
 13-14	✓ Only when the tasks are age-appropriate and do not interfere with the child's education, rest, health or development	✗	✗	✗	✗
 15-17	✓ Max. 7h/day, or 8h/day with school and work hours combined	✓ Max. 7h/day, or 8h/day with school and work hours combined	✗	✗	✗
 18+	✓	✓	✓	✓	✓

HAZARDOUS WORK THAT IS PROHIBITED FOR ANYONE UNDER 18 YEARS



✗

Spraying fertiliser and pesticides



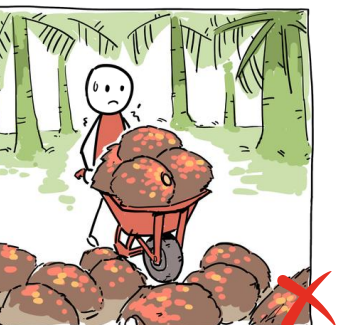
✗

Harvesting palm oil fruits



✗

Slashing heavy palm fronds with a curvy blade



✗

Push heavy fruit loads



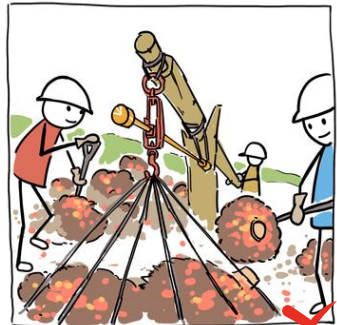
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Stack heavy palm fronds



✗

Fruit loader



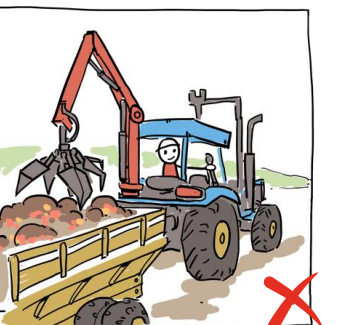
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General work



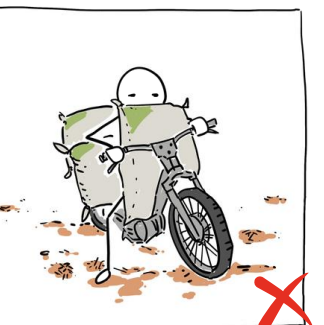
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Palm oil processing



✗

Tractor driver and machine operator



✗

Drive motorbikes, with loads

NO PERSON UNDER 18 SHOULD BE ENGAGED IN PALM OIL PRODUCTION ACTIVITIES

Examples of non-hazardous activities that may be suitable for young workers aged 15-17 under Malaysian law (subject to company policy)



✓

Administrative and record-keeping tasks related to nursery operations, such as organising, counting and labelling seedlings



✓

Non-hazardous office support and housekeeping tasks, such as preparing beverages, sweeping office areas



✓

Light household and caregiving tasks, including helping parents, teachers or caregivers supervise and care for younger siblings or children

WHAT CHILDREN UNDER 15 CAN DO

There is no work in palm oil production that can be considered light work. Children under the age of 15 should not participate in any palm oil production activities. They may only undertake age-appropriate such as household chores and caregiving responsibilities that do not interfere with their education, health, rest or development.



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](#)

