

Guide of Decree 8987 on Worst Forms of Child Labour



**STOP
CHILD
LABOUR**



Unit for Combat of Child Labour
in Lebanon



International
Labour
Organization



NATIONAL STEERING COMMITTEE
AGAINST CHILD LABOUR

**Guide of the Decree 8987
on the Worst Forms of Child Labour**

ACKNOWLEDGEMENT

Represented by the Ministry of Labour, The Government of Lebanon has worked hand-in-hand with the International Labour Organization to combat child labour, especially its worst forms, since 2000. Joint success in combating child labour have culminated in the recent development of the National Action Plan to Eliminate the Worst Forms of Child Labour in 2013.

The NAP was developed based on Decree 8987 (29th. September 2012), which lists the most hazardous forms of child labour in Lebanon, ad endorsed by the Council of Ministers in September 2012. To make application of Decree 8987 more practical and applicable in the Lebanese context, the Ministry of Labour and The international Labour Organization have developed this easy-to-read guide.

The guide allows various stakeholders to understand the occupations that are prohibited under Dexree8987 as well as hazardous conditions that must be avoided when employing children older than general minimum age for employment. This guide is also a useful tool for workers, employers as well as relevant governmental officials and civil society organizations to help prevent and withdraw children from working in jobs that threaten their health, or morals.

The Ministry of Labour and the International Organization would extend its recognition and gratitude to the Department of Public Health at the American University of Beirut. Its Dean Dr. Iman Nuwayhid who supervised the development of this product as well as Dr. Rana Barazi, and Ms. Mayada Kanj, respectively author and coordinator of this guide.

Ministry of Labour

Sajaan Azzi

Minister of Labour

Beirut, Lebanon

International Labour Organization

Nada Al-Nashif

Assistant Director General and Regional Director

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FOREWORD

The phenomenon of worst forms of child labour in Lebanon presents a multitude of serious challenges from the social, educational and health perspectives. Ongoing deterioration in economic conditions and the lack of adequate child labour preventive programmes in Lebanon to date are likely to contribute to a significant increase in the size of the problem for the present and future generations of children working in Lebanon. The implications on children who are exposed to the worst forms of child labour are directly related to violations of Children's Rights. Among the most significant children's rights violations that a working child may be subjected to are those pertaining to the completion of elementary education, a living environment adequate for the child's growth and physical, mental and moral development, the availability of rest, leisure and recreational activities, living in safety and security, and the protection from all forms of prejudice, exploitation and abuse.

Issued in 29th September 2012, Decree No 8789 was issued in a national attempt to respond to the need of the Lebanese society for regulatory frameworks that can confer on working children in Lebanon adequate preventive measures against the worst forms of child labour, and protective measures against occupational hazards that are appropriate to their age and to the type of work-related activities or jobs they are employed in.

This legal protective framework addresses children's rights in Lebanon, at the forefront of which emerges the right to complete fulfillment of elementary education (up to and including 5th grade) and to benefit from the resulting positive implications of educational attainment.

This guide aims to present Decree No 8987 in simplified language form in order to facilitate comprehension of its article contents and render them more amenable to abiding by, especially by children and their parents or caretakers.

The guide is addressed to:

- All employers
- All employed workers, whether they are children (age less than 18 years) or adults (age above 18 years)
- Children who are contemplating work and their parents or caretakers
- Members of workers' associations in Lebanon
- Members of Labour Inspection Unit at the Ministry of Labor
- Anyone who may be interested in inquiring about Decree No 8987 in its simplified form

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Lexicon

How to use the information in the guide to apply the decree

How to obtain information on means of provision of full health and safety protection from hazards related to specific occupations

How to obtain information on specific instruction and vocational training related to specific occupations

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THE DECREE

Decree No. 8987

The prohibition of employment of minors under the age of 18 in works that may harm their health, safety or morals

The President of the Republic

Pursuant to the Constitution,

Pursuant to the Labor Law of 23/09/1946 and its amendments;
Pursuant to ILO Conventions ratified by virtue of legislative decree # 70 of 25/06/1977, in particular ILO Convention No. 59 Fixing the Minimum Age for Admission of Children to Industrial Employment, ILO Convention No. 77 on the Medical Examination of Young Persons (industry) in particular Article 2 thereof, and ILO Convention No. 78 on the Medical Examination of Young Persons (Non-Industrial Works) in particular, Article 3 thereof;
Pursuant to ILO Convention No. 182 (elimination of the worst forms of child labor) ratified by virtue of law No. 335 of 02/08/2001 and Recommendation No. 190;
Pursuant to ILO Convention No. 138 (Minimum age convention) ratified by virtue of law No. 400 of 05/06/2002;
Pursuant to Arab Labor Convention No. 18 concerning minor employment ratified by virtue of law No. 183 of 24/05/2000;
Pursuant to Decree No. 5137 of 01/10/2010 the establishment of a National Committee to Combat Child Labor
Pursuant to Decree No. 700 of 25/05/1999 prohibiting the employment of minors under the age of 16 or 17 in works that may by their nature harm their health, safety or morals
Pursuant to the Minister of Labor's proposal;
Following the consultation of the State Council (opinion No. 239/2008 -2009 of 26/05/2009)
Following the Council of Ministers' approval,

Decreases the following:

Article 1: Minors under the age of 18 shall not be employed in totally prohibited works and activities which, by their nature harm the health, safety or morals of children, limit their education and constitute one of the worst forms of child labor included in Annex No. (1) hereto attached.

Article 2: Minors under the age of 16 shall not be employed in works which, by their nature or the circumstances in which they are carried out, are likely to harm the health, safety or morals of children. These works are included in Annex No. (2) hereto attached.

Article 3: Minors of more than 16 years of age may be employed in the works indicated in Annex No. (2) provided they are offered full protection for their physical, mental and moral health and provided these minors received a special education or appropriate vocational training in the field of these works, unless the type of work or the hazard is totally prohibited for those under the age of 18 as specified in Annex No. (1).

Article 4: The vocational training and technical education of minors not having completed the age of 17 in one of the plants or factories shall not be deemed an employment; it must be subject to the Minister of Labor's approval, and the minor shall receive a medical certificate from the Ministry of Public Health.

Article 5: The annexes hereto attached shall be amended by virtue of the decisions of the Minister of Labor based on the proposal of the National Committee to Combat Child Labor.

Article 6: The Authority for Labor Inspection, Prevention and Safety with the Ministry of Labor shall be in charge of supervising the implementation of the provisions of this decree, including the provision of the Arab and International labor conventions.

Article 7: Decree No. 700 of 25/05/1999 on the prohibition of the employment of minors under 16 or 17 years of age in works which by their nature harm their health, safety or morals shall be repealed.

Article 8: This Decree enters into force as of the date of its publication in the official gazette.

Issued by the President of the Republic
Michel Suleiman

Baabda, on September 29, 2012

Prime Minister
Mohammad Najib Mikati

Minister of Labor
Salim Jraissati

Annex No. (1)

List of the worst forms of child labour

List of works and activities which are totally prohibited for minor under 18

1 Activities involving physical hazards

- Activities requiring handling explosives, wearing weapons, engaging in combats or war, given of course the psychological hazards of these activities as well as their physical hazards;
- Working in quarries, caves, mines, and crushing sites, whether underground or not.
- Activities that may not be carried out without wearing personal protective and preventive equipment to prevent immediate and direct hazard;
- Activities exposing the child to carcinogenic substances or atomic radiations or substances that may cause infertility or birth defect.

2 Activities involving psychological hazards

- Any forced labour, including slavery and trafficking of children;
- Domestic service;
- Work that requires the child to sleep or reside in the workplace or outside the parents' house;
- Working in the streets or on the roads;
- Working in the preparation of bodies for funerals and burials.

3 Activities involving moral hazards

- Any work using or exploiting a child's body for sexual or pornographic purposes or similar acts.
- Betting, gambling and horse-races etc...
- Any illicit work or activity or any work or activity that violates the criminal laws, such as the transportation, sale, marketing, dealing or use of all kinds of drugs.

4 Activities limiting education

- Activities preventing the child from pursuing academic education or statutory vocational training or assistance lessons.

Annex No. (2)

List of the works which, by their nature or the circumstances in which they are carried out, are likely to harm the health, safety or morals of children under 16 years of age and which are allowed for children of more than 16 years of age, provided they are offered full protection for their physical, mental and moral health and provided these minors received a special education or appropriate vocational training in the field of these works, unless the type of work or the hazard is totally prohibited for those under the age of 18 as specified in Annex No. (1).

These works are distributed over two categories, the first tackles occupational hazards and the second some occupations and activities.

1 Works that expose the working child to any of the following occupational hazards:

- a) Chemical hazards, including dusts and fibers
 - Carcinogenic substances
Including for example, without being purported to be exhaustive:
Amiante (Asbestos), Benzene, Chromium
 - Substances that cause infertility, congenital or physiological malformation, fetal and newborn growth retardation
 - Substances causing allergies (allergens)
 - Substances harming the neurological system and mental growth
 - Substances causing dangerous diseases in case of exposure to these substances for a long period or causing permanent health symptoms and effects
- b) Physical Hazards
 - Noise
 - Atomic/ ionic radiations
 - Other radiations (non-atomic and non-ionic) (infra-red or electromagnetic radiations)
 - High atmospheric pressure (during diving for example)
 - Tremors
 - High temperatures
 - Low temperatures
- c) Biological hazards (Viruses, bacteria, parasites, etc...)
 - Directly transmitted through a transmitter like mosquitoes, flies and rodents
 - Transmitted through exposure to biologically contaminated body fluids and others
 - Transmitted by touch or by handling animals, in particular dead animals.

- d) Ergonomic hazards (the compatibility between humans and work equipment and machines)
- Working in positions that are not adequate for the spinal cord, the joints, and muscles such as squatting, torsion, stretching or contraction for long periods;
 - Using machines and equipment that are unfit for the size of the hand or body in general;
 - Pushing or pulling weights exceeding the child's capacity;
 - Lifting or transporting weights exceeding the child's capacity or capability;
 - Working in places not abiding by the acceptable conditions of lighting, ventilation, humidity and temperature.
- e) Psychological, social and mental hazards and general working conditions
- Works requiring night shifts (between 07:00 pm and 07:00 am);
 - Works requiring long working hours (more than six hours per day);
 - Works requiring the child to bear a given responsibility requiring significant supervision, care or guidance by an adult;
 - Works exposing the child to verbal or physical abuse.
- f) Safety Hazards
- Working at an elevation of 2 or more meters above ground
 - Working on roof tops, edges, windows or balconies
 - Working with sharp and mobile machines
 - Working with mobile movable machineries
 - Working with explosives or combustibles
 - Working in closed spaces with low levels of air or oxygen
 - Driving any machinery, bus, human transportation machine, equipment and tools regardless of the means of transportation
 - Working with voltages and electrical supplies
 - Working for more than one consecutive half hour under the sun or in high temperature conditions, provided the total working hours does not exceed 4 hours per day including not less than five rest periods of not less than 10 minutes each with fluids intake.
 - Working for more than one consecutive half hour in cold or storming weather, provided the total working hours does not exceed 4 hours per day including not less than five rest period of not less than 10 minutes each in a moderate weather location.

2 Works prohibited to minors

- 1- Agricultural activities (including family farms) which require:
 - Driving or operating tractors or agricultural machines;
 - Mixing or transporting or spraying agricultural pesticides
 - Touching or handling poisonous plants (such as tobacco leaves which produce a poisonous nicotine substance)
 - Climbing high trees or ladders
 - Using sharp tools such as the use of the tray to hang tobacco leaves
 - Working for more than 4 hours per day.
- 2- Fishing deep in the sea, diving, using fishing guns, explosives or electricity;
- 3- Working in animal slaughter houses;
- 4- Working with dangerous, wild or poisonous animals;
- 5- All kinds of works in factories that manufacture tiles, rocks and the like;
- 6- All types of works in production or transformative industries employing more than 20 worker; for example:
 - Food and beverage industry
 - Textile and clothing industry
 - Leather tanning and manufacturing of bags
 - Wood products
 - Paper and paper products
 - Chemical substances
 - Cement, soil and building materials
 - Rubber and plastic products
 - Non-mineral mining products (glass products)
 - Minerals and mineral products
 - Various machines, equipment, vehicles and trailers
 - Furniture
 - Re-manufacturing of all types of waste
- 7- All types of work in the supply of electricity, gas, water and steam;
- 8- All types of work in building, demolition, excavation, construction, sand-blasting and heights climbing;

- 9- Working in commercial, industrial, services small enterprises (of less than 20 workers) with high rate of occupational hazards.
Example of commercial, industrial, services small enterprises (of less than 20 workers) with high rates of occupational hazards
- Mechanical works (maintenance and repair of cars and transportation machines)
 - Smithery
 - Welding
 - Painting
 - Cocking blood, bones or fat
 - Cleaning and tanning animal hides and skins
 - Pottery, glass or crystal crafts
 - Smelting, pouring and painting minerals
 - Dry cleaning
 - Wood sawing and furniture painting
 - Slaughtering of animals and sale of meat
 - Plumbing
 - Preparing and spraying fertilizers and pesticides for houses and others
 - Cutting papers and cartons
 - Printing
 - Production of ice and refrigeration
 - Extracting lead from cars batteries
 - Silver plating mirrors with Mercury
 - Filling cylinders with compressed gases
- 10- Working in hotels, restaurants, amusement centers, internet cafes, which may expose the minor to the following:
- i. Transportation, sale or intake of alcoholic beverages;
 - ii. Transportation or sale of cigarettes and tobacco, including Nargileh delivery;
 - iii. Delivering any purchases to houses, unaccompanied and without any escort or supervision;
 - iv. Being alone with the child in a room, a corner or a secluded area away from any supervision;
 - v. Use of sharp tools and machines such as the ones in kitchens and others.
- 11- Working in any of land, air or marine means of transportation.
- 12- Working in places where there is an exchange of currencies, transfer or custody of funds, jewelries and other precious goods.

- 13- Working in health and medical centers that may expose the child to the following:
- i. The risk of being in close contact with patients, body fluids, medical waste and the risk of transmission of infections;
 - ii. The risk of being exposed to chemical substances, drugs, gases or radiations;
 - iii. The psychological pressure, such as dealing with cases of death or incurable diseases.
- 14- Working in social centers with the elderly, the disabled, persons with congenital malformations, or persons suffering psychological or mental diseases or addiction (unless for short intermittent periods and under the direct supervision of specialized social workers or persons familiar with juvenile psychology);
- 15- Working in centers for personal security and bodyguard
- 16- Working in cleaning services, waste collection and sorting, in sewers or stagnant water channels;
- 17- Working in all types of works requiring the protection of third parties against potential hazards, such as a lifeguard at the beach and pools.
- 18- Working in the horse racing track and in all activities accompanying horse-races.

ARTICLE 1

Minors under the age of 18 shall not be employed in **TOTALLY PROHIBITED WORKS AND ACTIVITIES** which, by their nature harm the health, safety or morals of children, limit their education and constitute one of the worst forms of child labour included in Annex No. (1) hereto attached.

Clarification of Article 1

This article states that it is absolutely and unquestionably forbidden to employ children below the age of 18 years in certain types of jobs and work-related activities which are referred to as **“TOTALLY PROHIBITED WORKS AND ACTIVITIES”**, listed in Annex No. (1) of Article 1 (see Annex No. (1), page X). This is because of the harmful nature of these types of jobs and activities, making them among the worst forms of child labour. According to the nature of harm that can result from these jobs and activities, they are classified under 4 categories of hazard (potential for harm):

1. Activities involving physical hazards
2. Activities involving psychological hazards
3. Activities involving moral hazards
4. Activities limiting pursuit of education

Clarification of Annex No. (1)

Annex No. (1) is an attachment to Article 1, and is presented in this section with examples. It is a list of the **“TOTALLY PROHIBITED WORKS AND ACTIVITIES”**, which are considered among the worst forms of child labour. It is unquestionably forbidden to employ children below the age of 18 years in all these types of jobs and work-related activities. As stated above, these are grouped into 4 categories of hazard.

1. Activities with physical hazards:

- Activities that require dealing with or possessing or handling explosives or weapons, or being part of fighting or war, or carrying out regular daily activities in or near war zones (cleaning, cooking, keeping watch)

Note that these activities also include psychological hazards.



Handling weapons

- Activities in open or underground mines, caves, and quarries.



Working in or near quarries

- Activities that require the use of personal protective equipment to prevent immediate and direct danger.

These dangers include:

- Danger to the eyes or vision, such as welding and glassblowing.



Welding requires special protection for the eyes

- Danger to the extremities (fingers, toes, arms, legs) resulting in various forms of injury including amputation; such as wood-sawing and leather-punching.



Wood-sawing using dangerous machinery



Manipulation of tools may lead to trauma of extremities



Manipulation of tools may lead to abrasion or burn injuries

- Danger to the nervous system (brain and nerves) and to the respiratory system (from the nose to the lungs) due to breathing in toxic (poisonous) materials, such as working with paints or laundry shops, and in closed spaces with lowered oxygen content.



Working in poorly ventilated environment



Hazard to neurological and respiratory systems from breathing in spray paints



Hazard to neurological and respiratory systems from use of glues containing organic solvents

● Activities that expose the working child to carcinogens (various types of materials known to cause cancer), ionizing radiation, or substances that may cause sterility (inability to have children later on) or congenital malformations (birth defects that appear in the children of those exposed), such as handling lead batteries, tanning leather, and spraying insecticides.



Recycling lead batteries



Leather tannery



Contact with pesticides while picking vegetables sprayed with pesticides

2. Activities with psychological hazards:

- Any activity forced against the child's will, including slavery and serfdom.
- Domestic work activities (housekeeping and household chores).
- Work activities in any place that requires sleeping or residing outside the parent's or guardian's house.
- Working in streets or on roads.
- Working in the preparation and burial of the dead.



Working in streets or on roads



Begging and shoeshining on the pavement

3. Activities with moral hazards:

- Any activity that uses or exploits the body for sexual or pornographic purposes or for seduction or similar purposes.
- Gambling, betting, horse racing and related activities.
- Any illegal job or activity such as drug transportation, sale, marketing, use or any dealing with drugs and other mind-altering substances.



Boy selling alcohol



Boy preparing narguileh in a café

4. Activities limiting pursuit of education:

● This category includes any work activity that prevents the child from pursuing their right to education, be it school education, vocational training, or special aid lessons. This is due to the nature of the work activities which may demand:

- long hours of work that coincide with hours of the day that children usually spend at school (morning till mid-afternoon).
- excessive output of energy, leading to physical exhaustion, psychological stress, and staying up late into the hours of the night.

During the day



Attending school



Working in the streets

During the night



Sleeping in bed



Working at night

ARTICLE 2

Minors under the age of 16 shall not be employed in works which, by their nature or the circumstances in which they are carried out, are likely to harm the health, safety or morals of children. These works are included in Annex No. (2) hereto attached.

Clarification of Article 2

This article states that it is forbidden to employ children below the age of 16 years in specific types of jobs and work-related activities which are likely to be hazardous to their health, safety or morals, due to their harmful nature or the dangerous circumstances under which they are carried out. These jobs and activities are listed in Annex No. (2) of Article 2, under 2 groups, and are also considered among **THE WORST FORMS OF CHILD LABOUR**.

Clarification of Annex No. (2)

Annex No. (2) is an attachment to Article 2, and is presented in this section with examples. It provides a list of specific types of work-related hazards (also called **OCCUPATIONAL HAZARDS**) and work-related activities which children below 16 years should not be exposed to or employed in. They are grouped in 2 lists, **List A** and **List B**:

List A: "Occupational hazards to which the child is exposed to through work".

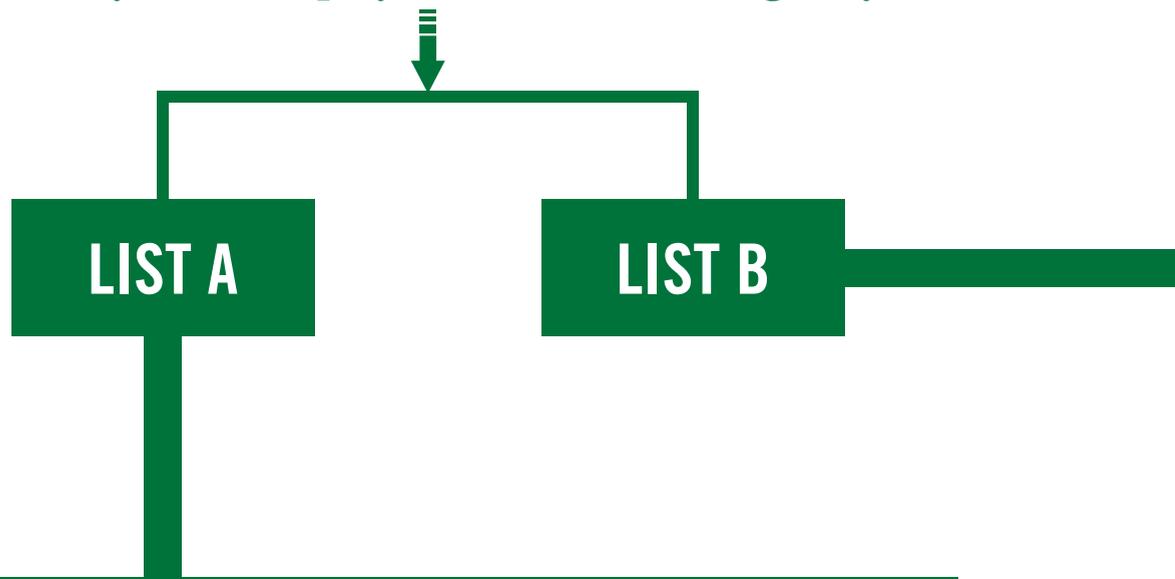
List A is to specify that it is forbidden by law to employ children **BELOW** age 16 years in any job or work-related activity in which he/she is exposed to any of the occupational hazards listed in List A of Annex No. (2).

List B: "Jobs and work-related activities in which the child should not be employed".

List B is to specify that it is forbidden by law to employ children below age 16 years in any of the jobs or work-related activities listed in List B of Annex No. (2).

Annex No. (2) also states that it is authorized by law to employ children ABOVE age 16 years in the jobs and activities mentioned in Lists A and B provided they receive full protection from any physical, psychological, and moral hazards related to the jobs, and provided they receive special instruction and appropriate vocational training for the job.

Jobs and work-related activities which are hazardous to the health, safety or morals of children and in which it is forbidden by law to employ children BELOW age 16 years



“Occupational hazards to which the child is exposed to through work”

- a) Chemical hazards, including dusts and fibers
 - b) Physical Hazards
 - c) Biological hazards (Viruses, bacteria, parasites, etc...)
 - d) Ergonomic hazards (the compatibility between humans and work equipment and machines)
 - e) Psychological, social and mental hazards and general working conditions
 - f) Safety Hazards
- (see p.X for details)

“Jobs and work-related activities in which the child should not be employed”

- 1- Agricultural activities (including family farms). (see p.37 for details)
- 2- Fishing activities that are deep in the sea, or involve diving, using fishing guns, explosives or electricity.
- 3- Working in animal slaughter houses. (see p.8 for details)
- 4- Working with dangerous, wild or poisonous animals.
- 5- All types of jobs and activities in factories that manufacture tiles, rocks, slabs and other similar products. (see p.38 for details)
- 6- All types of jobs and activities in production or transformative industries employing more than 20 workers. (see p.39-40 for details)
- 7- All types of jobs and activities in the supply of electricity, gas, water and steam.
- 8- All types of jobs and activities in building, demolition, excavation, construction, sand-blasting and heights climbing. (see p.41 for details)
- 9- Working in commercial, industrial, services small enterprises (of less than 20 workers) with high rate of occupational hazards. (see p.42-45 for details).
- 10- Working in hotels, restaurants, amusement centers, internet cafes, which may expose the minor to certain hazards (see p.45-46 for details).
- 11- Working in any of land, air or marine means of transportation.
- 12- Working in places where there is an exchange of currencies, transfer or custody of funds, jewelries and other precious goods
- 13- Working in health and medical centers that may expose the child to chemical, biological, physical and psychological hazards.
- 14- Working in social centers with the elderly, the disabled, persons with congenital malformations, or persons suffering psychological or mental diseases or addiction (unless for short intermittent periods and under the direct supervision of specialized social workers or persons familiar with juvenile psychology).
- 15- Working in centers for personal security and as bodyguards.
- 16- Working in cleaning services, waste collection and sorting, in sewers or stagnant water channels.(see p.47 for details).
- 17- Working in all types of jobs and activities to secure protection of others against potential hazards, such as a lifeguard at the beach and pools.
- 18- Working in the horse racing track and in all activities related to horse-racing.

LIST A / DETAILS AND EXAMPLES

“Occupational hazards to which the child is exposed to through work”

a) Chemical hazards, including dusts and fibers

- Carcinogenic substances (such as Asbestos, Benzene, Chromium)



Exposure to benzene in gas stations



Contact with petrol derivatives

- Substances that cause infertility, congenital or physiological malformation, fetal and newborn growth retardation

- Substances causing allergies (allergens)



Allergens—saw dust



Allergens-fibers from stuffing material in mattress manufacturing

- Substances harming the neurological system and mental growth



Exposure to products containing organic solvents in gas stations

- Substances causing dangerous diseases in case of exposure to these substances for a long period or causing permanent health symptoms and effects



Chronic exposure to toxic base products in different manufacturing factories



Chronic exposure to Inhalation of particles of paint dust



Chronic exposure to Inhalation of particles of wood paste

b) Physical Hazards

- Noise



Noise generated by operating heavy machinery as in stonecutting

- Atomic/ ionic radiations
- Other radiations (non-atomic and non-ionic) (infra-red or electromagnetic radiations)
- High atmospheric pressure (during diving for example)
- Tremors



Long-term use of drilling equipment can cause vibration injury

- High temperatures
- Low temperatures



Work near furnaces as in glassblowing



Work near furnaces as in bakery shops



c) Biological hazards (Viruses, bacteria, parasites, etc...)

- Directly transmitted through a carrier like mosquitoes, flies and rodents
- Transmitted through exposure to biologically contaminated body fluids and others
- Transmitted by touch or by handling animals, in particular dead animals.



Slaughter houses and butcheries



Garbage handling



Working in pigeon-raising



Preparing fawaregh (sheep intestines)



d) Ergonomic hazards (the compatibility between humans and work equipment and machines)

- Working in positions that are not adequate for the spinal cord, the joints, and muscles such as squatting, torsion, stretching or contraction for long periods;



Working in positions that exert unusual stress on the body for long periods of time

- Using machines and equipment that are unfit for the size of the hand or body in general;

- Pushing or pulling weights exceeding the child's capacity;



Pushing and pulling weights

- Lifting or transporting weights exceeding the child's capacity or capability;



Lifting weights exceeding child's capacity



Transporting weights exceeding child's capacity

Maximum weight that a child (male/ female) can carry or push or pull				
	Weights that can be carried	Weights that can be lifted with bars	Weights that can be lifted on a 2- wheel cart	Weights that can be lifted on a 1- wheel cart
Age / Sex	Males / Females	Males / Females	Males / Females	Males / Females
12 to 15 years	10 kg / 7 kg	200 kg / 150 kg	YOU MAY NOT EMPLOY THE CHILD	YOU MAY NOT EMPLOY THE CHILD
15 to 17 years	15 kg / 10 kg	400 kg / 300 kg	150 kg / 100 kg	50 kg / 35 kg

- Working in places not abiding by the acceptable conditions of lighting, ventilation, humidity and temperature.



Inappropriate ventilation



e) Psychological, social and mental hazards and general working conditions

- Works requiring night shifts (between 07:00 pm and 07:00 am).



Night shifts

- Works requiring long working hours (more than six hours per day).



Long working hours

- Works requiring the child to bear a given responsibility requiring significant supervision, care or guidance by an adult
- Works exposing the child to verbal or physical abuse.

f) Safety Hazards

- Working at an elevation of 2 or more meters above ground
- Working on roof tops, edges, windows or balconies
- Working with sharp and mobile machines
- Working with mobile movable machineries
- Working with explosives or combustibles
- Working in closed spaces with low levels of air or oxygen
- Driving any machinery, bus, human transportation machine, equipment and tools regardless of the means of transportation
- Working with voltages and electrical supplies



Working at an elevation of 2 or more meters above ground



Working on roof tops, edges, windows or balconies



Working with sharp and mobile machines



Working with mobile movable machineries



Working with explosives or combustibles



Working with voltages and electric supplies

- Working for more than one consecutive half hour under the sun or in high temperature conditions, provided the total working hours does not exceed 4 hours per day including not less than five rest periods of not less than 10 minutes each with fluids intake.

Work shift conditions in high temperatures

- Only 4 hours of work per day
- Only half hour of continuous work
- 5 breaks during the work shift
- Each break lasts 10 or more minutes
- Each break includes intake of fluids

- Working for more than one consecutive half hour in cold or storming weather, provided the total working hours does not exceed 4 hours per day including not less than five rest period of not less than 10 minutes each in a moderate weather location.

Work shift conditions in cold weather

- Only 4 hours of work per day
- Only half hour of continuous work
- 5 breaks during the work shift
- Each break lasts 10 or more minutes
- Each break should be in moderate temperature environment

LIST B / DETAILS AND EXAMPLES

“Jobs and work-related activities in which the child should not be employed”

1 - Agricultural activities (including family farms) which require the following:

- a. Driving or operating tractors and farming machines
- b. Mixing, transporting or spraying agricultural pesticides or fertilizers
- c. Harvesting or handling poisonous plants (like tobacco plants which secrete the toxin Nicotine)
- d. Climbing on high trees or ladders
- e. Using sharp tools such as steelheads to thread tobacco leaves
- f. Working for more than four hours a day



Driving or operating tractors and farming machines



Harvesting or handling poisonous plants



Working for more than four hours a day

2- Fishing deep in the sea or by diving or using rifles, explosives, or electricity

3- Working in slaughter houses or animal slaughter



Working in slaughter houses

4- Working with dangerous, wild or poisonous animals

5- All kinds of work in factories that manufacture tiles, rocks and the like.



Working in tile factories

6- All kinds of work in manufacturing industries which employ more than twenty workers

Examples of manufacturing industries that employ more than 20 workers

1	Manufacture of food products and beverages
2	Manufacture of fabrics and garments
3	Leather tanning and luggage manufacturing
4	Manufacture of wood products
5	Paper and paper products industry
6	Chemical industry
7	Cement and building materials industry
8	Rubber and plastic products industry
9	Non-metallic mining industry (eg, glass industry)
10	Manufacture of metals and metal product
11	Manufacture of various machines, equipment, vehicles and trailers
12	Manufacture of furniture
13	Recycling of waste of all kinds



Manufacture of fabrics and garments



Leather tanning and luggage manufacturing



Rubber and plastic products industry



Manufacture of wood products



Non-metallic mining industry, eg. glass industry



Manufacture of metals and metal product



Manufacture of furniture



Recycling of waste of all kinds



7- All installation work in electricity, gas, water or steam pipes.

8- All construction work including demolition, digging, and building, sand blasting, or climbing heights.

Examples of construction work



9-Working in small-scale commerce, industrial, and service establishments (less than 20 workers) if exposure to work hazards is high.

Examples of trade, industry, and service shops (employing less than 20 workers) with high risk of occupational hazards

1	Mechanics (maintenance and repair of cars and transport vehicles)
2	Metal
3	Welding
4	Spray painting
5	Cooking of blood, bones and fat
6	Cleaning and tanning of animal pelt
7	Manufacturing of pottery, glass, or crystal
8	Smelting, casting, and painting metals
9	Dry cleaning
10	Sawing wood and furniture painting
11	Animal slaughtering and meat selling
12	Plumbing
13	Preparation and application of fertilizers and pesticides for homes and others
14	Cutting of paper and cardboard
15	Printing
16	Ice production and refrigeration
17	Extracting lead from car batteries
18	Coating mirrors
19	Filling cylinders with compressed gases

Mechanics (maintenance and repair of cars and transport vehicles)





Metal work



Metal work



Extracting lead from car batteries



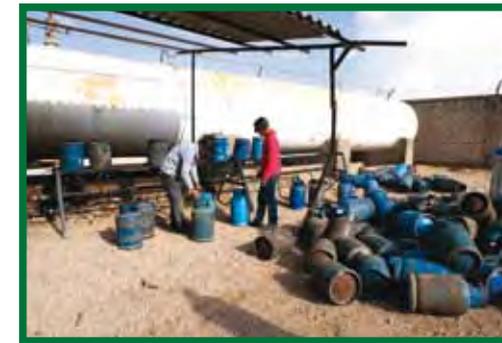
Extracting lead from car batteries



Welding



Spray painting



Filling cylinders with compressed gases



Manufacturing of pottery, glass, or crystal



Sawing wood and furniture painting



Animal slaughtering and meat selling

10- Working in hotels, restaurants, clubs, internet cafes that may expose the child to the following:

- Handling or consuming alcoholic beverages
- Handling or selling cigarettes and tobacco products, including home delivery of narguileh (water pipe)



Boy preparing narguileh



Boy preparing narguileh

- Delivering any purchases to houses alone without escort or supervision



Delivery work

- Being alone with an adult in a room, corner, or an isolated remote place under no supervision
- Handling sharp tools and appliances like in kitchen and others.



Handling sharp tools

11- Working in any mode of land, air or sea transportation.

12- Working in places where currency is exchanged or money, jewellery, and other valuables are transported or kept

13- Working in health and medical centers that expose the child to the following:

- Risk of contact with patients, biological fluids, or medical wastes and contaminants
- Risk of exposure to chemicals, medications, gases, or radiation
- Emotional stress like in dealing with dying patients or patients with terminal illnesses

14- Working in social institutions for the elderly, physically or mentally disabled, or drug addicts (except for short interrupted periods under direct supervision of social workers and child psychologists)

15- Working in security and personal escorting services

16- Working in cleaning, garbage collection and separation, or sewers



Cleaning



Garbage collection



Garbage separation

17- All jobs that require the protection or safeguarding of other people such as lifeguards at the beach or swimming pools.

18- Working in the horse-racing track (hippodrome) or any activity relevant to gambling in horse racing

ARTICLE 3

Minors of more than 16 years of age may be employed in the works indicated in Annex No. (2) provided they are offered full protection for their physical, mental and moral health and provided these minors received a special education or appropriate vocational training in the field of these works, unless the type of work or the hazard is totally prohibited for those under the age of 18 as specified in Annex No. (1).

Clarification of Article 3

Children whose age is ABOVE 16 years may be employed in the specific types of jobs and work-related activities listed in Annex No. (2) (List A and List B), but only provided **2 conditions** are fulfilled:

Condition 1. That the children are offered full protection of their physical, mental, and moral health from hazards related to these jobs and work-related activities.

Condition 2. That the children receive special education or appropriate vocational training to be able to perform these types of jobs and work-related activities, such as to minimize potential exposure to danger or harmful effects while on the job.

ATTENTION TO IMPORTANT REMINDER

The above employment conditions for children above age 16 years apply only to the jobs listed in Annex No. (2), while the jobs listed in Annex No. (1) are prohibited by law to all children below age 18 years.

ARTICLE 4

The vocational training and technical education of minors not having completed the age of 17 in one of the plants or factories shall not be deemed an employment; it must be subject to the Minister of Labor's approval, and the minor shall receive a medical certificate from the Ministry of Public Health.

Clarification of Article 4

Regarding children below the age of 18 years receiving vocational training or technical education in any plant or factory, their training and educational activities

- Are not considered as employment.

-Have to be approved by the Ministry of Labor.

-Have to be preceded by medical clearance of the child in the form of a medical certificate issued by the Ministry of Public Health.

ATTENTION TO IMPORTANT REMINDER

- The medical certificate is issued **FREE OF CHARGE** by the Ministry of Public Health
- The purpose of the medical certificate is to provide medical clearance for the child based on an assessment of their overall health status , and of their level of physical and mental fitness for performing the training and educational activities in the corresponding plant or factory .
- The medical certificate is to be renewed annually until the child has completed age 18 years.

ARTICLE 5

The annexes hereto attached shall be amended by virtue of the decisions of the Minister of Labor based on the proposal of the National Committee to Combat Child Labour.

Clarification of Article 5

Annex No. (1) of Article 1, and Annex No. (2) of Article 2 are subject to alterations by the Ministry of Labor based on propositions made by the National Committee to Combat Child Labour.

ARTICLE 6

The Authority for Labour Inspection, Prevention and Safety with the Ministry of Labor shall be in charge of supervising the implementation of the provisions of this decree, including the provision of the Arab and International labour conventions.

ARTICLE 7

Decree No. 700 of 25/05/1999 on the prohibition of the employment of minors under 16 or 17 years of age in works which by their nature harm their health, safety or morals shall be repealed.

ARTICLE 8

This Decree enters into force as of the date of its publication in the official gazette.

- ***Child Labour*** (ILO website definition) :

“The term “child labour” is often defined 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.

In its most extreme forms, child labour involves children being enslaved, separated from their families, exposed to serious hazards and illnesses and/or left to fend for themselves on the streets of large cities – often at a very early age. 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, the conditions under which it is performed and the objectives pursued by individual countries. The answer varies from country to country, as well as among sectors within countries.” <http://www.ilo.org/ipec/facts/lang--en/index.htm>

- ***Minor:***

A child who has not completed the age of age 18 years.

- ***Prohibited:***

Legally not permitted, forbidden by legal authorities.

- ***Worst Forms of Child Labour:***

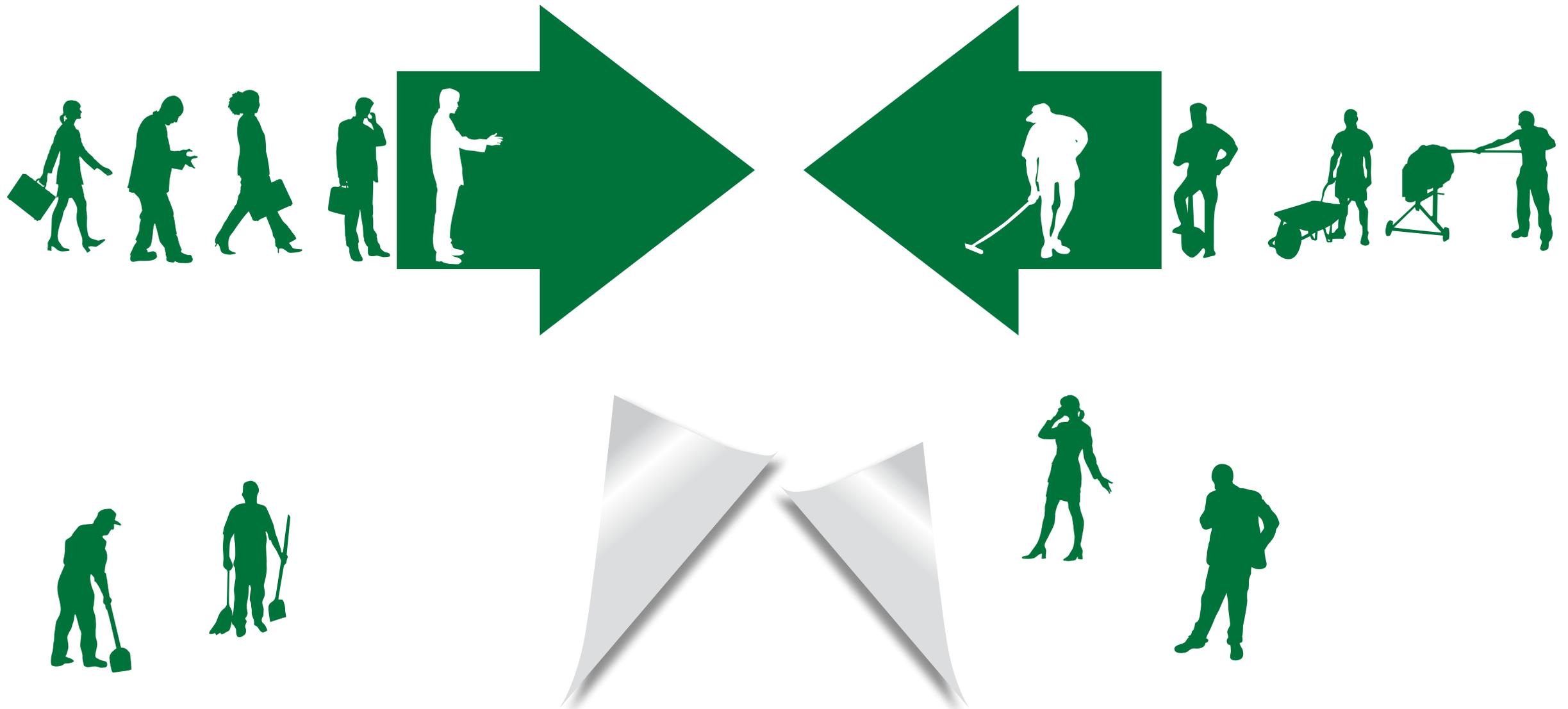
This group of terms refers to all jobs and work-related activities that are listed in Annexes No. (1) and No. (2). those listed in Annex No. (1) are characterized by their harmful nature to the health, safety, or morals of children, and by the effect they have on limiting children’s educational attainment, making employment in them totally forbidden by law for any child under age 18 years. Those listed in Annex No. (2) (Lists A and List B) are also considered to be harmful by their nature or by the circumstances in which they are carried out. However, employment in them is permitted by law to children above 16 years, but ONLY provided 2 conditions are fulfilled by the employing body: 1. That special training and education is provided for these children before employment, and 2. That the employed children are offered full physical, mental, and moral protection against the hazards they are exposed to in these jobs.

- ***Totally prohibited works and activities:***

This group of terms refers to a group of jobs and work-related activities which are listed in Annex No. (1) of Article 1. They are characterized by their harmful nature to the health, safety, or morals of children, and by the effect they have on limiting children’s educational attainment. This makes employment in them for ANY CHILD under the age of 18 years absolutely and non-negotiably forbidden by law.

HOW TO.....

Use the information in the guide to apply the decree



Inquire and be sure of the child's age

Child has completed 18 years or above

Consider as ADULT

Decree No 8987 does not apply.
But the employment process is subjected to the occupational Health and Safety Guidelines of the Lebanese Labour Law.

Child's age is BELOW 18 years

Apply Article No 1 of Decree 8987
It is totally forbidden by law to employ children in any of the jobs and work-related activities listed in Annex No. (1) which is referred to as "TOTALLY PROHIBITED WORKS AND ACTIVITIES."

Child is 16 years and above (But below 18 years)

Apply Article No 1 of Decree 8987
It is totally forbidden by law to employ children in any of the jobs and work-related activities listed in Annex No. (1) which is referred to as "totally prohibited works and activities."

Apply Article No 2 of Decree 8987
Child employment is permitted in a child who is 16 years old and above in occupations listed in Annex No. (2), List A & B, but only if 2 conditions are fulfilled.

Condition 1
Be sure that the child has been offered full protection from any physical, psychological and moral hazards related to the job.

Condition 2
Be sure that the child has received special instruction and appropriate vocational training for performing the required job.

Note that the child may be employed only if both conditions are justified

Child is BELOW 16 years

Employment is forbidden in all occupations listed in Annex No. (1) and in Annex No. (2) (List A & B) because these occupations are considered among the worst forms of child labour.

ASK
Do you know the means of providing full protection to the child from job-related hazards?

YES

ASK
• Did u make sure that the child has obtained a medical certificate from the Ministry of Health, to ensure that the child is physically & mentally fit to perform the job?
• Do you have the means to provide the child with full protection from job-related hazards?

YES

YOU MAY EMPLOY THE CHILD

Note that the child may be employed only if both conditions of Article No 2 are justified

NO

YOU MAY NOT EMPLOY THE CHILD

NO

INQUIRE about the appropriate means of providing full protection for the child

Did you inquire about the means of full protection?

YES

YOU MAY NOT EMPLOY THE CHILD

NO

ASK
Do you know the means of providing special instruction and vocational training to minimize the harm from job-related hazards?

YES

ASK
• Did u make sure that the child has obtained a medical certificate from the Ministry of Health, to ensure that the child is physically & mentally fit to perform the job?
• Did u make sure that the child has indeed received the training or instruction?

YES

YOU MAY EMPLOY THE CHILD

Note that the child may be employed only if both conditions of Article No 2 are justified

NO

YOU MAY NOT EMPLOY THE CHILD

NO

INQUIRE about the means to provide appropriate vocational training and special instruction

Did you inquire about the means to provide training and instruction?

YES

YOU MAY NOT EMPLOY THE CHILD

NO

HOW TO....

Obtain information on means of provision of full health and safety protection from hazards related to specific occupations

You may call the Ministry of Labor at 01-556801 or 01-556803 or 01-556804, and ask to be connected to the Labour Inspection Unit

Alternatively, you may go the Ministry of Labor in person

Address: Ministry of Labor

Chiyah Highway-Moucharrafeh

Baabda –Lebanon

HOW TO....

Obtain information on specific instruction and vocational training related to specific occupations

You may seek such information at any of the following:

- Ministry of Labor, Child Labour Unit
- Ministry of Labor, Centre for Vocational Training
- Ministry of Social Affairs
- Non Governmental Organizations and Charitable Organizations
- Other Centers

HOW TO....

Report violations of the Decree No. 8987

You may report violations of the Decree in any of the following by coming to the Ministry of Labor in person or by contacting:

- Ministry of Labor, Child Labour Unit
E-mail: atfal@clu.gov.lb
Telephone: 01-556801 or 01-556803 or 01-556804, Ext: Child Labour Unit
Direct Line: 01-276284
Website: www.clu.gov.lb
- Ministry of Labor
HOT LINE: 01-540114 OR 1740
Call -Receiving hours: 8am-2 pm, Mon –Fri
Outside these hours, you may leave a message, and your message will be attended to the soonest possible.

HOW TO....

Obtain copies of this guide

Copies of this guide will be distributed by ILO and MOL in designated centers.

Ministry of Labor
Chiyah Highway - Moucharafieh
Baabda - Lebanon
Hot Line: 1740
Telephone: 01-556801 / 01-556803 / 01-556804
Fax: 01-556808
E-mail: ministry@labor.gov.lb
Website: www.labor.gov.lb