

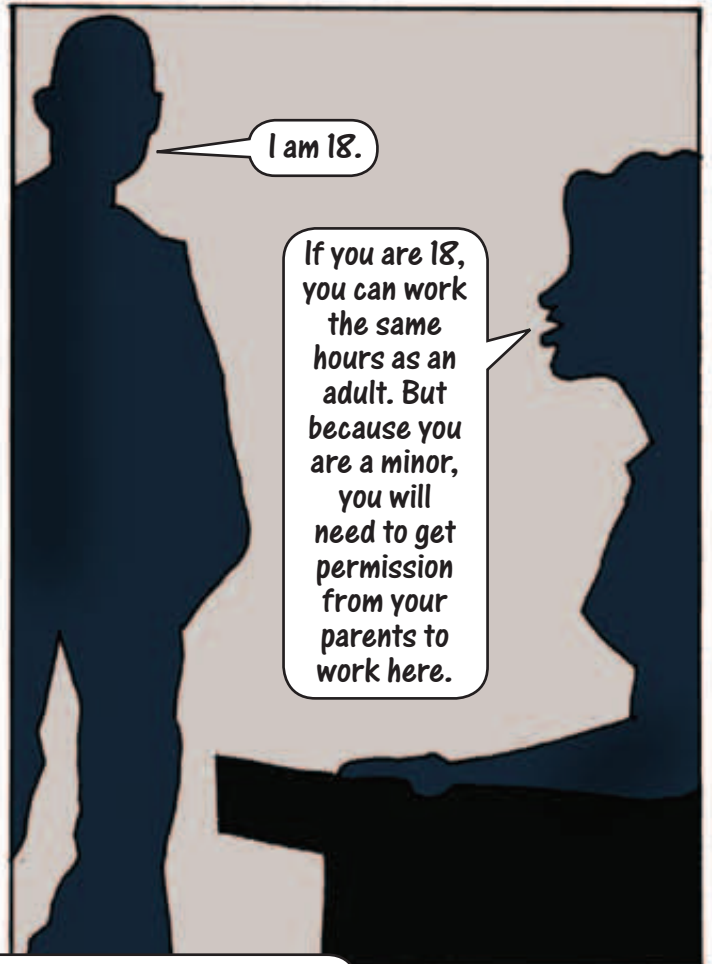
CHILD LABOUR





I would like to apply for a job in your company please.

How old are you? The Labour Act is very strict about the hours young people can work.



I am 18.

If you are 18, you can work the same hours as an adult. But because you are a minor, you will need to get permission from your parents to work here.

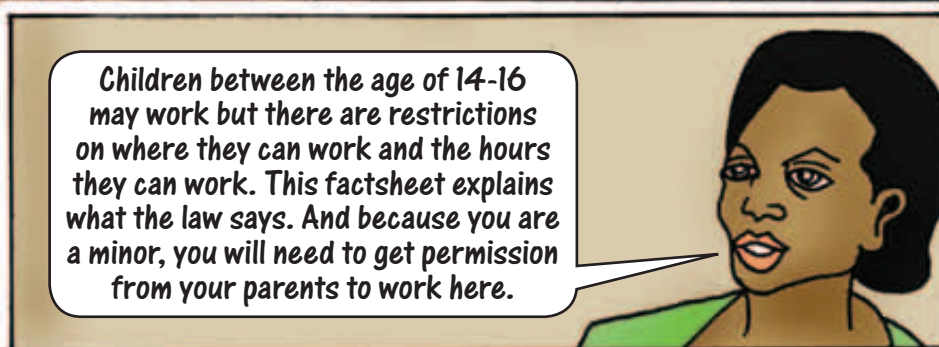
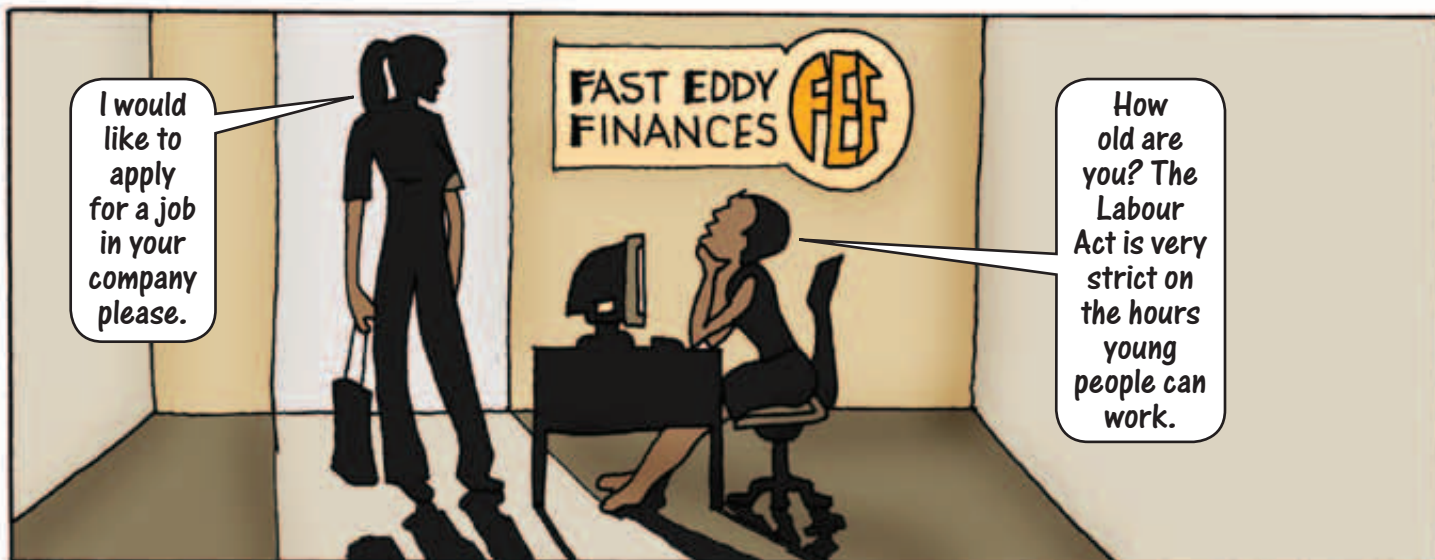


Tell me about a time when you did more than was expected of you.

Last year our church held a conference. I was asked to help look after the children whilst the conference was being held. I taught the children three new songs and we performed them at the end of the conference. Everyone was impressed that we had learnt the songs so fast.

Thank you for the interview, we would like to employ you.





FACTSHEET

Children between the ages of 14 and 16 may not do work that:

- is dangerous
- will stop them from attending school or doing their homework
- is unhealthy
- will affect their physical, mental, spiritual, moral or social development.

Children between the ages of 14 and 16 may not work in the evening from 20h00 until 07h00.

Children between the ages of 14 and 16 may not work:

- on a construction or demolition site
- in a place where work is done underground or in a mine
- in a place where goods are manufactured
- at a power plant
- where machinery is put together or taken apart.

The government can change the list of places where a child between the ages of 14 and 16 may or may not work.





I would like to apply for a job on your farm please.

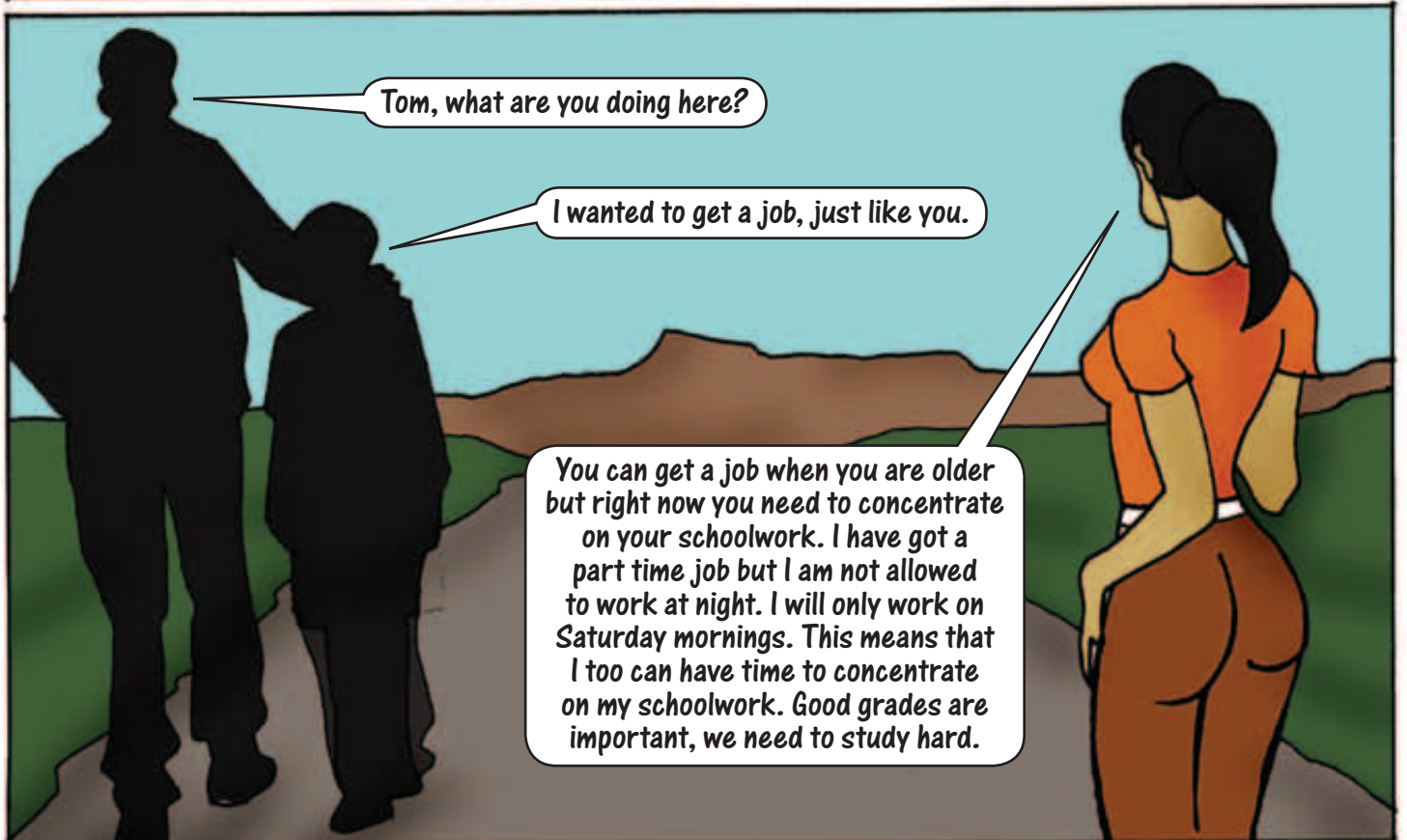
How old are you? The Labour Act is very strict on the hours young people can work.



I am 10.



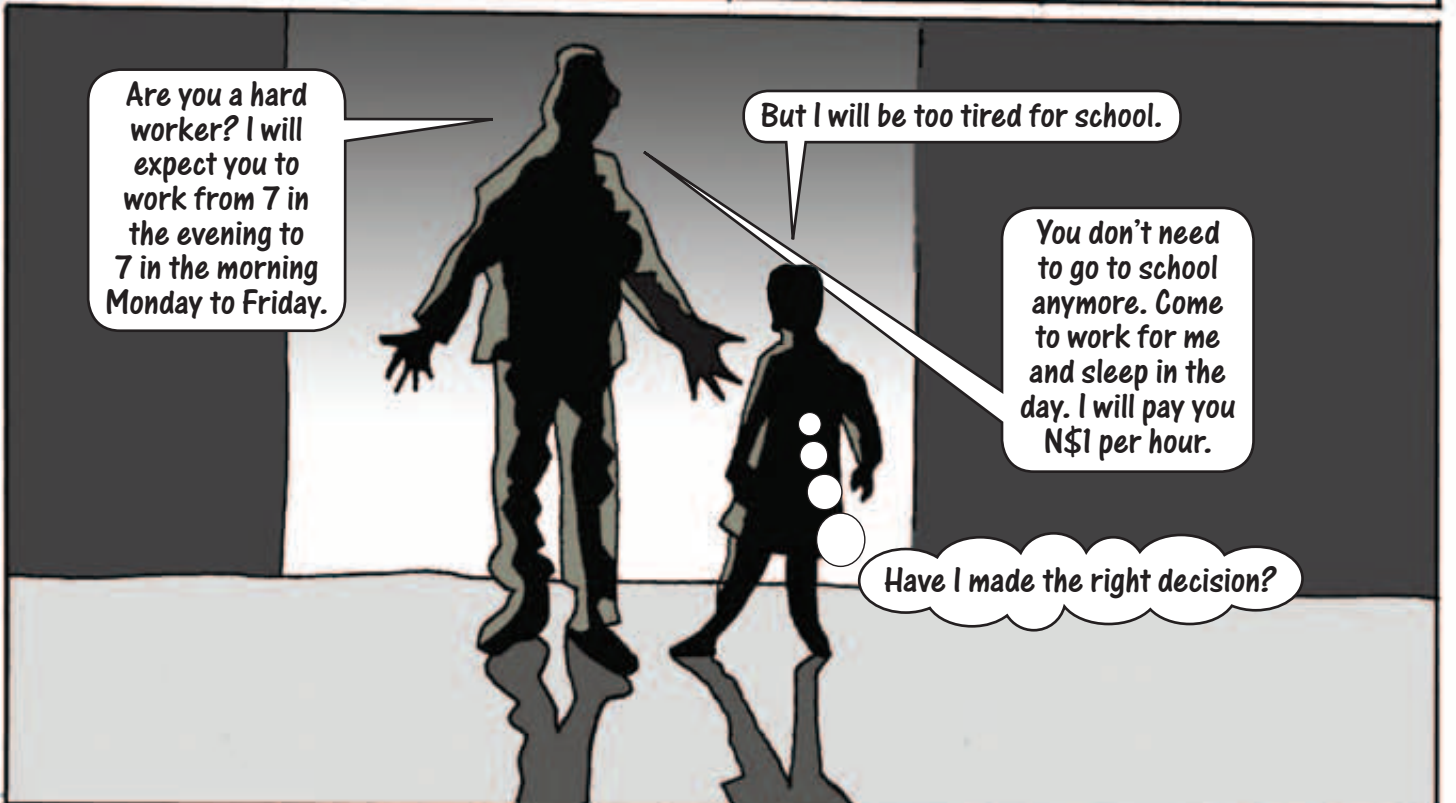
I am sorry but the law says that children under the age of 14 may not be employed on a farm or anywhere else.

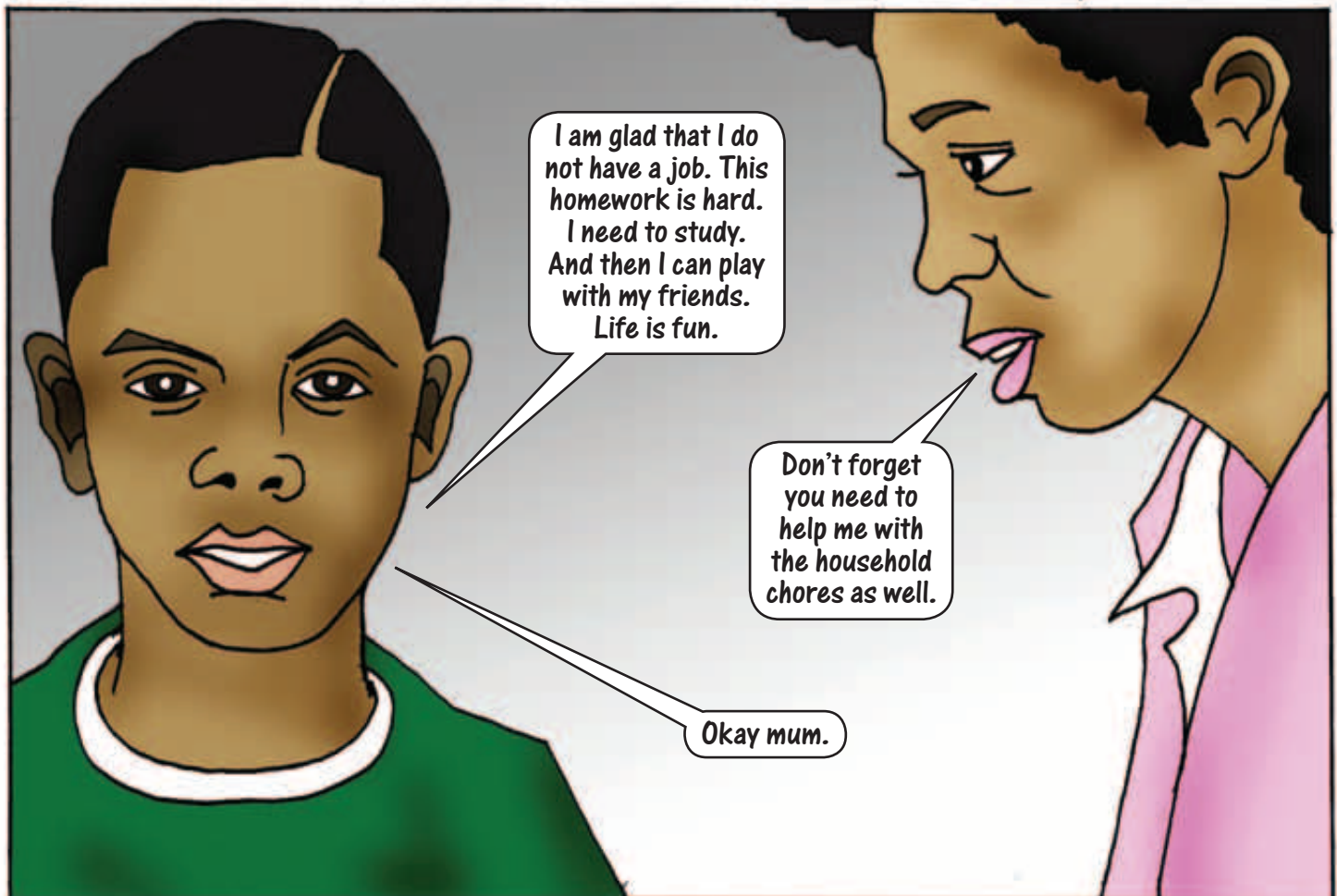
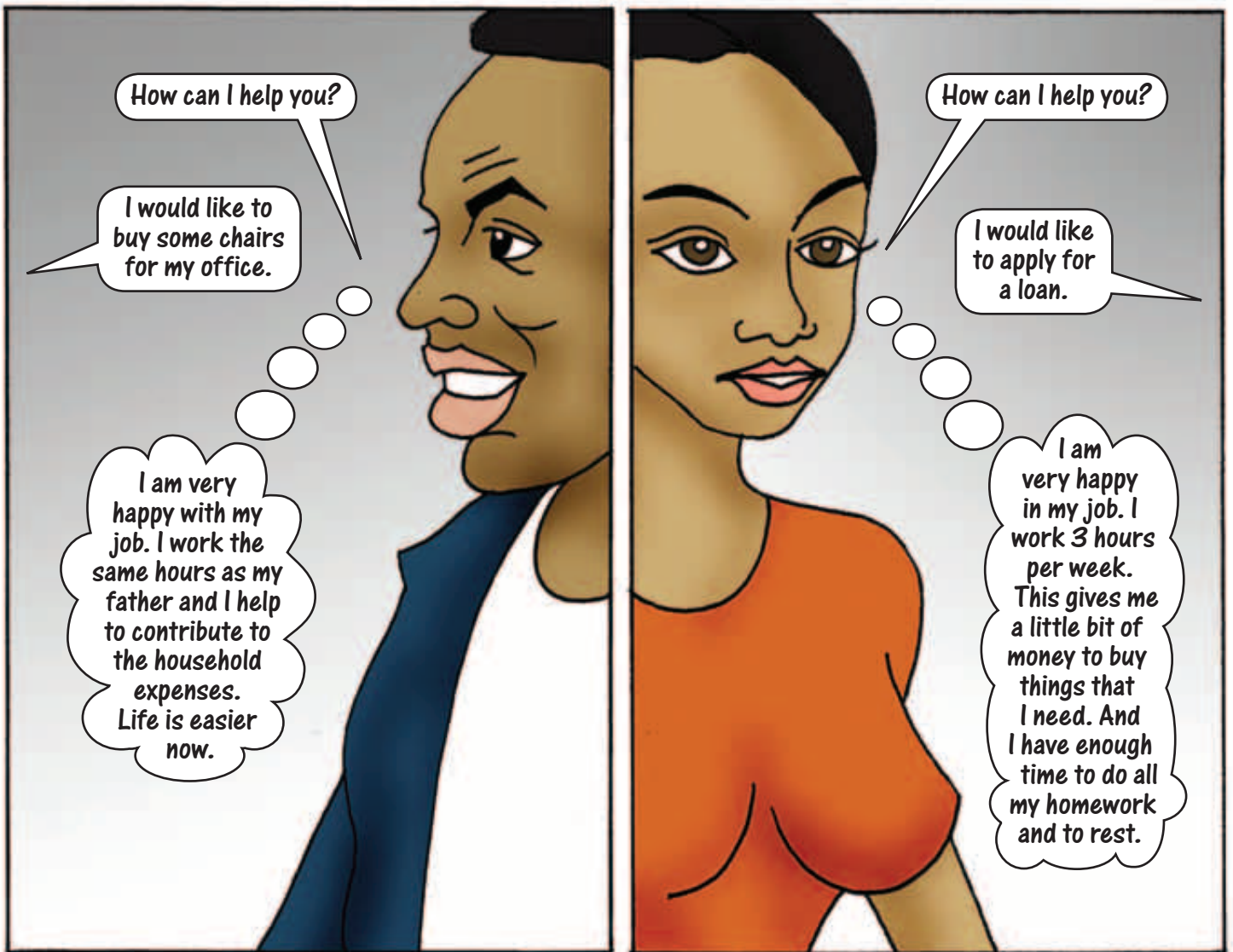


Tom, what are you doing here?

I wanted to get a job, just like you.

You can get a job when you are older but right now you need to concentrate on your schoolwork. I have got a part time job but I am not allowed to work at night. I will only work on Saturday mornings. This means that I too can have time to concentrate on my schoolwork. Good grades are important, we need to study hard.





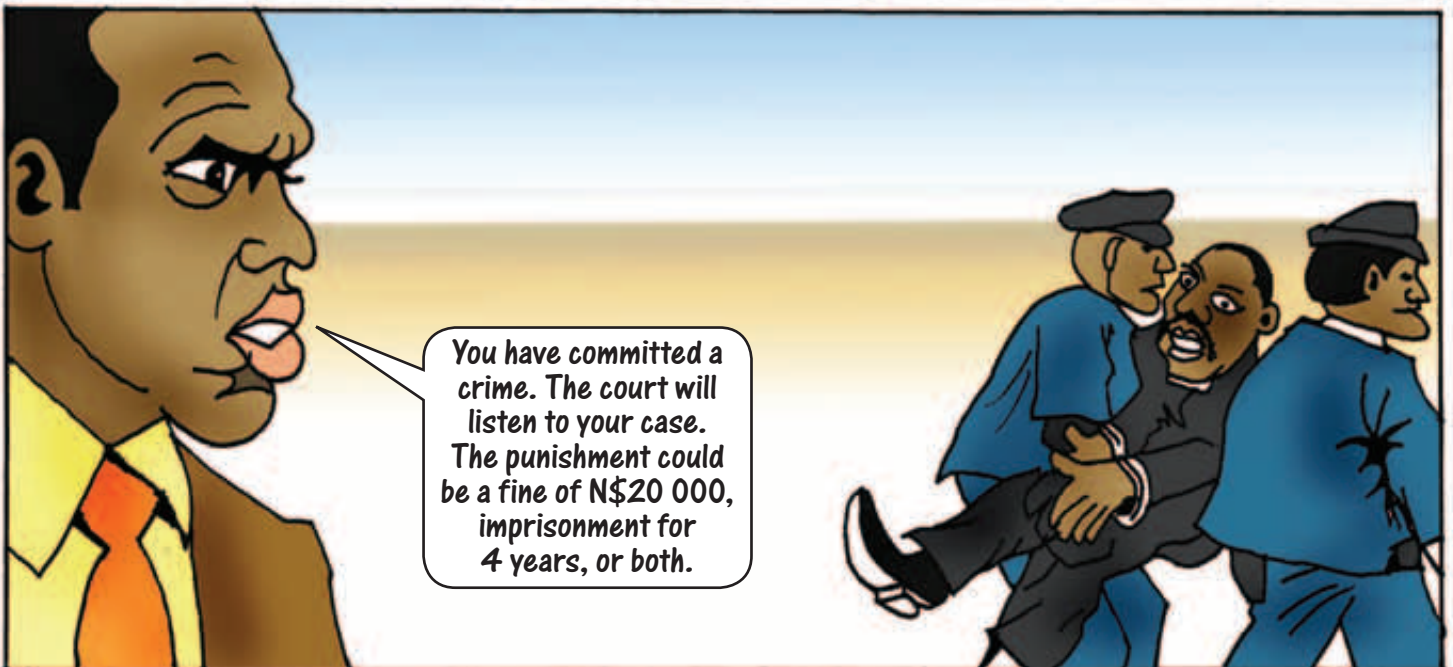


Life is hard. I am very unhappy. I wish that I had not run away from home. I wish I was back at home and going to school.

Work harder children, work harder.



I am here to inspect your yard. You have young children making bricks. This is against the law!



You have committed a crime. The court will listen to your case. The punishment could be a fine of N\$20 000, imprisonment for 4 years, or both.

The Namibian Constitution says that no one, child or adult, may work as a slave or be forced to work. The Namibian Constitution also states that children must be protected from exploitation. Children under the age of 14 may not be employed and children between the ages of 14 and 16 may not do work that is dangerous, will stop them from attending school or doing their homework, is unhealthy, or will affect their physical, mental, spiritual, moral or social development. The Labour Act of 2007 follows the provisions in the Constitution and gives more detail. For example, the Labour Act says that children between the ages of 14 and 16 may not work in the evening after 20h00 or before 07h00 in the morning.

CHILD WORK AND WORKING HOURS

- Children below the age of 14 may not be employed.
- Children below the age of 14-16 may be employed, but they may not work between the hours of 20h00 and 07h00.
- The standard working hours apply to people aged 18 and above (you may work 45 hours per week, you may work 10 hours overtime per week).

PLACE OF WORK

Children between the ages of 14 and 16 may not work:

- on a construction or demolition site
- in a place where work is done underground or in a mine
- in a place where goods are manufactured
- at a power plant
- where machinery is put together or taken apart.

DO YOU

... HAVE A QUESTION?

... HAVE A COMMENT?

... NEED MORE INFORMATION?

CONTACT US!

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We would like to hear your feedback about this comic.



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