

Child Labor Policy Manual



Document History

Date & Approval Ref	Version	Issues Addressed	Description of Change *

*Any changes in text/expression/entitlements/limits/policy or procedures through amendment or revision or review after due approvals are the examples of Description of Change and must be recorded in chronological order.

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Child Labor and Minimum Age

As per Pakistani laws, MDF and its executing entities will not employ or put into labor any individual below the age of 14 years. The children over the minimum age(14 years) and under the age of 18 may be employed or engaged only under the following specific conditions:

- a. the work is not hazardous or interfere with the child's education or be harmful to the child's health or
- b. physical, mental, spiritual, moral, or social development.
- c. an appropriate risk assessment is conducted prior to the work commencing.
- d. they do not work for more than 43 hours a week; and
- e. MDF and its executing entities conduct regular monitoring of health, working conditions, hours of work and the other requirement of this safeguard.