GOVERNMENT OF ZAMBIA

STATUTORY INSTRUMENT NO. 121 OF 2013

The Employment of Young Persons and Children Act
((Laws, Volume 15, Cap. 274)


IN EXERCISE of the powers contained in section twenty of the Employment of Young Persons and Children Act, the following Order is hereby made:

1. This Order may be cited as the Prohibition of Employment of Young Persons and Children (Hazardous Labour) Order, 2013.

2. In this Order, unless the context otherwise requires—

"dust" means any kind of dust present in the air at or above the threshold limit set out in the Schedule;

"employer" has the meaning assigned to it in the Employment Act;

"exposure to falling objects" means working in an environment where objects which are harmful to the health or safety of a child or young person are likely to fall;

"hazardous labour" means work which by its nature or circumstances in which it is carried out is likely to harm the health, safety or morals of a child or a young person;

"heavy load" means—

(a) in the case of a male child or male young person, lifting or carrying an object of over—

(i) fifteen kilograms in weight during intermittent work; or

(ii) ten kilograms in weight during continuous work; or

Copies of this Statutory Instrument can be obtained from the Government Printer;
P.O. Box 10136, Lusaka. Price K2.00 each.
(i) in the case of a female child or female young person, lifting or carrying an object of over—

(i) ten kilograms in weight during intermittent work; or
(ii) five kilograms in weight during continuous work;

"height" means a height of above two metres;

"high levels of noise" means a noise level which is above eighty-five decibels;

"insufficient light" means any lighting with less than three hundred luxes;

"light work" means work which is not likely—

(a) to be harmful to the health or development of a child or young person;

(b) to prejudice the attendance at school, participation in vocational orientation, or a training programme approved by the competent authority, of a child or young person;

"long working hours" means—

(a) in the case of a child engaged in light work, working for more than three hours per day; or

(b) in the case of a young person, working more than eight hours per day;

"night work" means work done in a period of at least eleven consecutive hours, including the interval between 22:00 hours and 05:00 hours; and

"toxic chemical and gases" means any biological, chemical, physical and toxic substances which display jeopardy for children and young persons' health.

3. (1) A person shall not employ or engage a child or young person in any type of hazardous labour.

(2) Hazardous labour constitutes the following types of work or work which involves the following:

(a) animal herding;

(b) block or brick-making;

(c) charcoal burning;

(d) explosives;

(e) exposure to dust;
(f) exposure to asbestos and silica dust;  
(g) exposure to high voltage;  
(h) exposure to lead;  
(i) exposure to waterborne diseases and infections;  
(j) exposure to toxic chemicals and gases;  
(k) exposure to falling objects;  
(l) exposure to physical or sexual abuse;  
(m) exposure to high levels of noise;  
(n) excavation or drilling;  
(o) fishing;  
(p) handling tobacco and cotton at all stages of production;  
(q) human trafficking;  
(r) lifting heavy loads;  
(s) long working hours;  
(t) night work;  
(u) operating power or manual driven machinery;  
(v) selling or serving in bars;  
(w) welding;  
(x) stone crushing;  
(y) spraying of pesticides or herbicides;  
(z) tour guiding;  
(aa) using or handling sharp cutting tools;  
(bb) underground work;  
(cc) working at a height;  
(dd) working under insufficient light; and  
(ee) working under water.
### SCHEDULE

**HAZARDOUS DUST LEVELS**

<table>
<thead>
<tr>
<th>Type of Dust</th>
<th>Inhalable*</th>
<th>Respirable*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iron oxide</td>
<td>N/a</td>
<td>5 mg per m³</td>
</tr>
<tr>
<td>Carbon black</td>
<td>3.5 mg* per m³</td>
<td>N/a</td>
</tr>
<tr>
<td>Mica</td>
<td>N/a</td>
<td>3 mg per m³</td>
</tr>
<tr>
<td>Talc (no asbestos)</td>
<td>N/a</td>
<td>2 mg per m³</td>
</tr>
<tr>
<td>Wood</td>
<td>1 mg per m³</td>
<td>N/a</td>
</tr>
<tr>
<td>Western red cedar</td>
<td>0.5 mg per m³</td>
<td>N/a</td>
</tr>
<tr>
<td>Yarn</td>
<td>0.5 mg per m³</td>
<td>N/a</td>
</tr>
<tr>
<td>Coal</td>
<td>N/a</td>
<td>0.4 mg per m³</td>
</tr>
<tr>
<td>Anthracite</td>
<td>N/a</td>
<td>0.4 mg per m³</td>
</tr>
<tr>
<td>Silica</td>
<td>N/a</td>
<td>0.025 mg per m³</td>
</tr>
<tr>
<td>Chrysotile</td>
<td>N/a</td>
<td>0.025 mg per m³</td>
</tr>
<tr>
<td>Cadmium</td>
<td>0.01 mg per m³</td>
<td>N/a</td>
</tr>
<tr>
<td>Beryllium</td>
<td>0.002 mg per m³</td>
<td>N/a</td>
</tr>
<tr>
<td>Other insoluble particles or poorly soluble particles not specified</td>
<td>10 mg per m³</td>
<td>3 mg per m³</td>
</tr>
</tbody>
</table>

*Note:

* Inhalable * means particles that can be inhaled but cannot reach the average where gaseous exchange takes place;
* Respirable * means particles that can be inhaled and are small enough to reach the average where gaseous exchange takes place;
* mg * means "milligrams";
* m³ * means "metre cubed"; and
* N/a means "not applicable".

LUSAKA

9th December, 2013

[ex.6/6/14]

F. SHAMSUD,  
Minister of Labour and Social Security