

UNITED STATES OF AMERICA (2000-2019)			
THE EFFECTIVE ABOLITION OF CHILD LABOUR			
REPORTING	Fulfilment of Government's reporting obligations	YES, but no change reports for the 2002 and 2008 Annual Reviews (ARs).	
	Involvement of Employers' and Workers organizations in the reporting process	YES, according to the Government: Involvement of the US Council for International Business (USCIB) as well as the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) through communication of government's reports. In addition, the draft report was reviewed by members of the Tripartite Advisory Panel on International Labor Standards, a subgroup of the President's Committee on the ILO, which includes representatives from the USCIB and the AFL- CIO. The updated report under the 2007 AR had been communicated to the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), the Change to Win Federation, and the U.S. Council for International Business. In addition, in keeping with longstanding practice, as well as U.S. obligations under the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), the draft report was reviewed by members of the Tripartite Advisory Panel on International Labor Standards, a subgroup of the President's Committee on the ILO.	
OBSERVATIONS BY THE SOCIAL PARTNERS	Employers' organizations	NIL.	
	Workers' organizations	2004 AR: Observations by the AFL-CIO 2003 AR: Observations by the AFL-CIO 2002 AR: Observations by the International Confederation of Free Trade Unions (ICFTU)	
EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT	Ratification	Ratification status	The United States ratified in 1999 the Worst Forms of Child Labour Convention, 1999 (No. 182) (C.182). However, it has not ratified the Minimum Age Convention, 1973 (No. 138) (C.138).
		Ratification intention	2019 AR: Only when TAPILS has completed its review of a given convention, is it possible or appropriate to make precise judgements about the conformance of U.S. law and practice with that instrument. 2016-2018 ARs: According to the Government: The President's Committee on the ILO (PC/ILO) continues to support the work of the Tripartite Advisory Panel on International Labor Standards (TAPILS) in reviewing the legal feasibility of U.S. ratification of selected ILO Conventions, including Convention No. 138. 2015 AR: According to the Government: The Tripartite Advisory Panel on International Labor Standards of the President's Committee on the International Labor Organization has been called on to intensify its work of reviewing the legal feasibility of U.S. ratification of selected ILO Conventions, including C.138. 2012-2014 ARs: According to the Government: There are no current plans to pursue ratification of C.138. 2011 AR: According to the Government: There are no current plans to ratify C.138. 2010 AR: The Government indicated there were no efforts underway at this time to ratify C.138. 2007-2009 ARs: According to the Government: there are no efforts under way at this time to ratify C.138.
	Recognition of the principle and right (prospect(s), means of action, basic legal provisions)	Constitution	NIL.
		Policy, legislation and/or regulations	<ul style="list-style-type: none"> Policy: 2019 AR: Federal agencies continue to provide guidance and training to employers, workers, children of working age, and various interested groups, including labor organizations and employer associations, concerning the federal laws relating to the employment of children and workplace practices to ensure the health and safety of children working in conformity with U.S. law and policy.

			<p>2003 AR: The Government indicated that the “elimination of illegal and exploitative child labour was both a domestic and international priority”.</p> <ul style="list-style-type: none"> • Legislation: <p>2018 AR: According to the Government, on January 4, 2017, the Environmental Protection Agency’s (EPA) issued a final rule to improve the competency of restricted use pesticide applicators and to strengthen requirements for supervision and oversight. The final rule is intended to ensure that the riskiest pesticides are used safely and to help ensure the health and safety of young workers by setting specific age requirements for those who use restricted use pesticides. The final rule is scheduled to take effect in May 2018. In response to Executive Order 13777 on enforcing the regulatory reform agenda, EPA requested input on regulations appropriate for repeal, replacement, or modification. As a result, by the end of FY 2018, EPA expects to publish a notice of proposed rulemaking to solicit public input on proposed revisions to the WPS requirements for minimum age, designated representative, and application exclusion zone. Also by the end of FY 2018, EPA expects to publish a notice of proposed rulemaking to solicit public input on proposed revisions to the pesticide applicator certification rule requirements for minimum age.</p> <p>2016 AR: According to the Government: There have been no changes in federal law or practice bearing upon the employment of children since the last baseline report.</p> <p>In addition to laws administered by the Department of Labor, the health and safety of all agricultural workers, including young workers, is further protected through the Environmental Protection Agency’s (EPA) Worker Protection Standard (WPS) (40 C.F.R. part 170), which protects persons who work in agricultural areas treated with pesticides from occupational exposure and provides information about avoiding pesticide exposure, what to do in the event of an accidental exposure, and when to stay out of a pesticide-treated area. This standard has been revised to provide increased protections for workers, which take effect in January 2017. Significant among the new protections, under the revised standard children under age 18 are prohibited from handling pesticides. Previously, there was no federal minimum age for handling pesticides. Similarly, the EPA has proposed to revise its certified pesticide applicator regulation (40 C.F.R. part 171) to increase protections for applicators of restricted use pesticides. On August 5, 2015 the EPA issued a proposed rule with revisions intended to help keep our communities safe, protect the environment and reduce risk to those applying restricted use pesticides, by improving the competency of applicators and strengthening requirements for supervision and oversight. The changes are being proposed to help ensure that the riskiest pesticides are used safely, and to help ensure the health and safety of young workers by setting specific age requirements for those who use restricted use pesticides.</p> <p>2015 AR: According to the Government: There have been no changes in federal law bearing upon the employment of children since the last baseline update. In March 2014, the Environmental Protection Agency (EPA) proposed new regulations for the use of pesticides. If the regulations are adopted, employers will be prohibited, as a general rule, from allowing individuals under the age of 16 to handle pesticides or to enter pesticide-treated areas before restricted-entry intervals have expired. 79 FR 15444 (March 19, 2014). See also www.regulations.gov (EPA Docket No. EPA-HQ- OPP-2011-0184); http://www.epa.gov/oppfeed1/safety/workers/proposed/. The comment period on the proposed rule ended on August 18, 2014.</p> <p>2010 AR: According to the Government: In December 2008, the Trafficking Victims Protection Reauthorization Act of 2008 was enacted, Pub. L. 110-457, 122 Stat. 5044 (2008), which reauthorized the Trafficking Victims’ Protection Act of 2000, Pub. L. 106-386, 114 Stat. 1464 (2000), for four years and authorized new measures to combat human trafficking, including efforts to increase effectiveness of anti-trafficking-in-persons programs, providing interim assistance for potential child victims of trafficking, and enhancing the ability to criminally punish traffickers. This legislation may be found at http://www.usdoj.gov/olp/materials-ww-tvpra.htm.</p>
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The NPRM also contains proposed revisions to the nonagricultural hazardous occupation orders (H.O.s). Members of the public may submit written comments on the proposed rule by December 1, 2011. A public hearing was held during the comment period. The NPRM may be found at: http://www.dol.gov/whd/CL/AG_NPRM.htm. The notice of proposed rulemaking and request for comments (NPRM) proposes to significantly strengthen current child labor regulations prohibiting hazardous work in agriculture. The major revisions proposed would: prohibit all hired farm workers under 16 years of age from operating almost all power-driven equipment; require stringent academic training relating to the operation of any tractor by 14- and 15-year-old student learners; require that those tractors operated by student learners be equipped with approved rollover protective structures and seat belts; prohibit the use of most electronic devices, including communication devices, while operating power-driven machinery, including tractors; revise and expand the current prohibitions against working with animals; prohibit all tasks that fall within the job of a pesticide “handler” as determined by the Environmental Protection Agency’s Worker Protection Standard; and prohibit hired farm workers under 16 years of age from participating in the cultivation, harvesting, and curing of tobacco. The NPRM also proposes to amend the regulations at 29 C.F.R. Part 579 to incorporate the major provisions of Field Assistance Bulletin 2010-1, <i>Assessment of Child Labor Civil Money Penalties</i>, issued by DOL’s Wage and Hour Division (WHD) on January 20, 2010, to bring clarity and transparency to the child labour civil money penalty assessment process by detailing the enforcement policies WHD follows when making such assessments.</p> <p>2011 AR: According to the Government: On May 20, 2010, the Department of Labor’s (DOL) Wage and Hour Division (WHD) published a Final Rule, 29 C.F.R. Parts 570 and 579 (75 Fed. Reg. 28,404), for non-agricultural work designed to protect working children from hazards in the workplace, while also recognizing the value of safe work to children and their families. The Final Rule implements changes to seven non-agricultural hazardous occupation orders (HOs) and revisions to the rules for 14 and 15 year olds. The Final Rule also strengthens child labor laws to protect against workplace hazards by prohibiting youth from performing certain types of work, including: working in poultry slaughtering and processing plants; working in forest fire fighting, forestry services, and timber tract management; operating power-driven hoists and work assist vehicles; operating balers and compactors designed for non-paper products; and operating power-driven chain saws, wood chippers, reciprocating saws and abrasive cutting discs. These changes to the HOs stem in large part from the 2002 National Institute for Occupational Safety and Health (NIOSH) review of the child labor HOs. NIOSH recommended 35 modifications to the existing non-agricultural child labor HOs. DOL issued a Final Rule in December 2004 implementing six of the NIOSH recommendations. The 2010 Final Rule is another step in DOL’s ongoing review of the federal child labor provisions and addresses 25 of the remaining NIOSH non-agricultural HOs recommendations. The provisions of the Final Rule became effective on July 19, 2010, and may be found at: http://www.dol.gov/whd/Highlights/archived.htm. Additional information, including a fact sheet on the Final Rule, a chart comparing the hazardous occupations under the Final Rule to those included under the previous rule, and another chart comparing the new provisions of Child Labor Reg. 3, relating to the employment of minors between 14 and 16 years of age, 29 C.F.R. Part 570, Subpart C, with the old, may also be found there.</p> <p>2009 AR: According to the Government: The Department of Labor published a Notice of Proposed Rulemaking (NPRM) in April 2007, which proposed changes with respect to seven non- agricultural hazardous occupation orders.</p>
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		Basic legal provisions	
		Judicial decisions	<p>2019 AR: Acosta v. Paragon Contractors, et al.: On March 13, 2018, the Tenth Circuit affirmed a district court’s decision concluding that Paragon Contractors and its President, Brian Jessop (“Paragon”), were in contempt of a 2007 injunction prohibiting them from employing oppressive child labor when they employed children on the Southern Utah Pecan Ranch to harvest pecans during the school day and maintain the pecan ranch, oftentimes using hazardous equipment. The Tenth Circuit also upheld the district court’s award of a compensatory sanction requiring Paragon to pay into a fund that will compensate the children for their unpaid labor on the pecan ranch. However, the Tenth Circuit concluded that the district court abused its discretion in imposing a coercive sanction in the form of a special master to monitor Paragon’s compliance with the FLSA’s child labor provisions.</p> <p>2013 AR: According to the Government: WHD has imposed these higher penalties. In the first hearing in which an employer contested the maximum civil monetary penalties assessed under the CLEPP, the Administrative Law Judge upheld penalties of \$100,000 against Progressive Protein LLC of Nebraska where a 17-year-old worker was killed in 2009 while operating a forklift and working in a meat-rendering plant in violation of the FLSA’s child labor provisions.</p> <p>2006 AR: In fiscal year 2004, the number of cases was 1,616.</p> <p>2005 AR: Number of concluded cases in which child labour violations were found in fiscal year 2003 was 1,648.</p>
	Exercise of the principle and right	Compulsory education	YES , compulsory education is subject to state law and regulation. With regard to the age of a child at the end of compulsory schooling, it is 16 years for 25 states, 17 years for 9 states and the District of Columbia and 18 years for 16 states.
		Minimum age	<p>2000 AR: General minimum age for admission to employment or work: 16 years for both boys and girls.</p> <p>Light work: Minimum age of 14 years for both boys and girls</p> <p>Light work is work that is neither harmful to the health or development of young persons nor prejudicial to school attendance or participation in approved vocational programs.</p>
		Worst Forms Child Labour	C.182 is ratified.
		Special attention to particular situations	<p>2014-2019 ARs: The Government reported that the United States continues to focus its efforts on vulnerable child workers in low-wage and high-risk sectors and industries, including a continued emphasis on child labour enforcement in agriculture.</p> <p>2012 AR: According to the Government: DOL proposes to create two new hazardous occupation orders (H.O.s). The first would prevent children under 18 years of age from being employed in the storing, marketing, and transporting of farm product raw materials. Prohibited places of employment would include country grain elevators, grain bins, silos, feed lots, stockyards, livestock exchanges, and livestock auctions. The second would prohibit children under 18 years of age from using electronic devices, including communication devices, while operating power- driven equipment, including motor vehicles.</p> <p>2011 AR: According to the Government: The WHD is emphasizing child labour enforcement in agriculture as a priority.</p>
		Information/Data collection and dissemination	<p>2015 AR: According to the Government: In FY 2013, child labour violations were found in 704 concluded cases, and child labour civil monetary penalties totaling more than \$1.97 million were assessed. In those cases, 1393 minors were working in violation of the FLSA. The most common violations involved the failure to comply with the hours standards for 14 and 15 year-olds in non-agricultural industries (about 38 percent of the cases), and the failure to comply with Hazardous Orders in non-agricultural industries for 16 and 17 year-olds (about 34 percent of the cases). As of mid-year FY 2014, child labour violations were found in 308 concluded cases, and child labour civil monetary penalties totaling more than \$800,000 were assessed. In those cases, 672 minors were working in violation of the FLSA. The most common</p>

		<p>violations involved the failure to comply with the hours standards for 14 and 15 year-olds in non-agricultural industries (about 42percent of the cases), and the failure to comply with Hazardous Orders in non-agricultural industries for 16 and 17 year-olds (about 35percent of the cases).</p> <p>2014 AR: The Government reported that in FY 2012, there were 749 concluded cases in which child labour violations were found, and child labour civil monetary penalties of more than \$2 million were assessed. The number of minors found working in violation of the FLSA in those cases was 1,614. The two most common violations were failure to comply with the hours standards for 14 and 15 year-olds in non-agricultural industries, constituting approximately 42% of the child labour violation cases, and failure to comply with Hazardous Orders in non-agricultural industries for 16 and 17 year-olds, constituting approximately 40% of the child labour violation cases.</p> <p>2013 AR: According to the Government: In Fiscal Year (FY) 2011, the number of concluded investigations in which child labor violations were found was 729, and child labor civil monetary penalties of \$2,159,699 were assessed. The number of minors found working in violation of the Fair Labor Standards Act of 1938 (FLSA) in those investigations was 1,873. Twenty-four of those investigations were in the agricultural industry, involving 29 minors employed in violation of the FLSA. WHD cited 949 Hazardous Order violations in 366 investigations, including two violations of the Agricultural Hazardous Occupation Orders in two separate investigations.</p> <p>2012 AR: According to the Government: In Fiscal Year (FY) 2010, the number of concluded cases in which child labor violations were found was 684, and child labor civil monetary penalties of \$2,120,472 were assessed. The number of minors found working in violation of the FLSA, 29 U.S.C. 201 <i>et seq.</i>, in those cases was 3,333. Thirty-one of those cases were in the agricultural industry, involving 49 minors employed in violation of the FLSA. WHD cited 1,064 H.O. violations in 308 cases, including three violations of the Ag H.O.s in two cases.</p> <p>2011 AR: According to the Government: In Fiscal Year (FY) 2009, the number of concluded cases in which child labor violations were found was 887 and child labor civil monetary penalties of \$4,031,564 were assessed. The number of minors found working in violation of the Fair Labor Standards Act (FLSA), 29 U.S.C. 201, <i>et seq.</i>, was 3,448. In FY 2010, the number of concluded cases in which child labor violations were found was 684 and child labor civil monetary penalties of \$2,120,471 were assessed. The number of minors found working in violation of the FLSA was 3,333.</p> <p>2010 AR: According to the Government: In fiscal year 2008, the number of concluded cases in which child labor violations were found was 1,129. For fiscal year 2008, nearly 4,218,088 in child labor civil monetary penalties were assessed. The number of minors found employed in violation of the FLSA was 4,737. These statistics may be found at: http://www.dol.gov/esa/whd/statistics/208FiscalYear.pdf.</p> <p>2009 AR: According to the Government: In fiscal year 2007, the number of concluded cases in which child labor violations were found was 1,249. For fiscal year 2007, nearly \$4.4 million in child labor civil monetary penalties were assessed. The number of minors found employed in violation of the FLSA was 4,672. This data may be found on the web site at http://dol.gov/esa/whd/statistics/200712.htm.</p> <p>2007 AR: According to the Government: In fiscal year 2005, the Number of Concluded Cases in Which Child Labor Violations Were Found was 1,129. For Fiscal Year 2005, \$3,744,364 in Child Labor Civil Monetary Penalties were assessed. The number of minors found employed in violation of the FLSA was 3,703. This data may be found on the Web site at: http://www.dol.gov/esa/whd/statistics/200531.htm.</p> <p>2003 AR: According to the Government: It records information on sanctions applied to users of child labour. The Government also undertakes surveys, occasionally, that provide statistical information on the extent and/or nature of child work.</p> <p>2000 AR: According to the Government: Relevant indicators and statistics include the following: (i) workforce demographics (Department of Commerce Census Bureau and</p>
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	<p>Monitoring, enforcement and sanctions mechanisms</p>	<p>2019 AR: The Department of Labor’s Occupational Safety and Health administration (OSHA) continues to strengthen its collaboration with Departmental programs such as Job Corps and YouthBuild to provide workplace safety and health information to young and future workers. OSHA also collaborates with the National Institute for Occupational Safety and Health (NIOSH) and Career and Technical Student Organizations (CTSOs) to support the enhancement and integration of workplace safety and health training into career and technical education programs for youth across the country.</p> <p>2018 AR: According to the Government, in FY 2016, the Wage and Hour Division of the Department of Labor (WHD) found child labor violations in 633 concluded cases. In those cases, WHD found that 1756 minors were working in violation of the Fair Labor Standards Act (FLSA). In addition, in 222 of these cases, violations of Hazardous Occupation Orders (HOs) were found with a total of 486 minors employed in violation of HOs. The most common violations often involve the failure to comply with the hours standards for 14 and 15 year-olds in non-agricultural industries, and the failure to comply with Hazardous Orders in non-agricultural industries for 16 and 17 yearolds.</p> <p>2016 AR: According to the Government, in 2015, the Wage and Hour Division of the Department of Labor (WHD) found child labour violations in 542 concluded cases. In those cases, the WHD found that 1,012 minors were working in violation of the Fair Labor Standards Act of 1938 (FLSA). In addition, in 189 of these cases, violations of Hazardous Occupations Orders (HOs) were found with a total of 355 minors employed in violation of HOs. The most common violations often involved the failure to comply with the working hours’ standards for 14- and 15-year-olds in non-agricultural industries, and the failure to comply with Hazardous Occupations Orders in non-agricultural industries for 16- and 17-year-olds.</p> <p>2015 AR: According to the Government: In FY 2013, child labor violations were found in 704 concluded cases, and child labor civil monetary penalties totaling more than \$1.97 million were assessed. In those cases, 1393 minors were working in violation of the FLSA. The most common violations involved the failure to comply with the hours standards for 14 and 15 year-olds in non-agricultural industries (about 38 percent of the cases), and the failure to comply with Hazardous Orders in non-agricultural industries for 16 and 17 year-olds (about 34percentof the cases). As of mid-year FY 2014, child labor violations were found in 308 concluded cases, and child labor civil monetary penalties totaling more than \$800,000 were assessed. In those cases, 672 minors were working in violation of the FLSA. The most common violations involved the failure to comply with the hours standards for 14 and 15 year-olds in non-agricultural industries (about 42percentof the cases), and the failure to comply with Hazardous Orders in non-agricultural industries for 16 and 17 year-olds (about 35 percent of the cases).</p> <p>2014 AR: According to the Government: In 2012, the Occupational Safety and Health Administration (OSHA) created the Office of Maritime and Agriculture (OMA) within OSHA’s Directorate of Standards and Guidance. This office is responsible for the planning, development and publication of safety and health standards covering workers in the agriculture industry. In addition, OMA will develop, publish, and disseminate guidance documents on topics such as tractor safety, pesticides, grain handling, fall protection, and ladder safety in orchards. Currently, OMA is finalizing guidance documents on Working Safely on Ladders in Orchards, Agricultural Tractor Hazards, Rollover Protection Structures, Backovers in Agriculture, and Working Safely in Mushroom Facilities. In addition, OMA is responsible for maintaining the Agricultural Operations Safety and Health Topics Page, which includes information on young workers under 24 years of age in agriculture, available at: http://www.osha.gov/dsg/topics/agriculturaloperations/youngworkers.html. In 2013, OSHA reconvened the Agriculture Taskforce to further focus attention on the agriculture industry. This taskforce includes representatives from OSHA, other Department of Labor agencies such as the Wage and Hour Division (WHD), the Employment and Training Administration (ETA), and the Office of the Solicitor, and the State Monitor Advocates. The taskforce provides information on safety and health hazards in the agriculture industry, as well as compliance information and industry information to educate OSHA staff. One potential future</p>

		<p>topic is typical hazards categorized by crop season (planting, harvesting, tilling, etc.). On June 16, 2010, DOL announced that it has increased the standard civil money penalty that it will assess when youth are employed under the age of legal employment. Under the revised penalty structure, employers that illegally employ individuals ages 12 or 13 will face a penalty of up to \$6,000 per violation. If a worker is under 12 years of age and illegally employed, the penalty may be up to \$8,000. Penalties for illegally hiring workers under age 14 could be raised to \$11,000 under certain conditions. The press release for this administrative action may be found at: http://www.dol.gov/whd/media/press/whdpressVB3.asp?pressdoc=national/20100616.xml. DOL continues to utilize its expanded statutory authority to assess up to \$50,000 in civil monetary penalties for a child labor violation that results in the death or serious injury of an employee under 18, which may be doubled, up to \$100,000, if the violation is serious or willful. DOL's WHD is now turning its attention to reviewing the regulations governing child labor in agriculture in light of the remaining agricultural recommendations made in the 2002 NIOSH review, and is working on a notice of proposed rulemaking on this subject.</p> <ul style="list-style-type: none"> - The Wage and Hour Division contracted with the NIOSH, for that federal agency to conduct a study of the current hazardous orders and to make recommendations for any changes. NIOSH completed that study, <i>National Institute for Occupational Safety and Health (NIOSH) Recommendations to the U.S. Department of Labor for Changes to Hazardous Orders</i>, in May 2002. <p>2000 AR: According to the Government: the FLSA contains provisions designed to control or regulate the employment of children as well as to abolish, or to prevent outright, the employment of oppressive child labour.</p> <ul style="list-style-type: none"> - The Secretary of Labor promulgates regulations which detail occupations found to be hazardous (there are 17 hazardous orders addressing various non-agricultural industries and occupations where the Secretary has found it to be particularly dangerous for youth workers). - The child labour provisions of the FLSA are administered and enforced by the United States Department of Labor acting through the Administrator of its Wage and Hour Division. - The Wage and Hour Division employs a number of enforcement tools to ensure effective implementation of federal child labor laws. <p>Civil money penalties: assessed in proportion to the severity of violations, ranging from fines to imprisonment, are employed to encourage future compliance by employers.</p>
	<p>Involvement of the social partners</p>	<p>2018-2019 ARs: The Government indicates that this year, WHD conducted extensive outreach and education to worker and employer organizations in various industries. For example, in the agriculture industry, WHD engaged in outreach with organizations such as Farm Worker Justice, the Farm Labor Organizing Committee, farmers/growers, and manufacturers and others who sell agricultural products to consumers. WHD is currently working to extend its outreach to other stakeholders in agriculture and other industries.</p> <p>2003-2004 ARs: According to the Government: The Wage and Hour Division have held stakeholder meetings where it sought comments from employers, unions and child advocacy groups regarding the NIOSH recommendations.</p> <ul style="list-style-type: none"> - Stakeholders can and do provide the Department and other concerned agencies with information about the existence of illegal child labor, as well as receiving relevant information from the Government. <p>Child labour regulations are issued through notice-and-comment rulemaking, subject to the requirements of the Administrative Procedure Act, 1947 (APA), in which employers' and workers' organizations are entitled to, and do, participate.</p>
	<p>Promotional activities</p>	<p>2018 AR: According to the Government, in terms of awareness raising, both WHD and the Occupational Safety and Health Administration of the Department of Labor (OSHA) conduct outreach activities. In FY 2016, OSHA conducted more than 500 outreach activities around the country directed at young workers. These activities aim to keep teens safe and healthy on the job and to raise teens' awareness of their rights under the OSH Act. OSHA staff has also visited high schools around the country, promoting workplace safety and providing informational materials to students and teachers. WHD also made presentations in schools and colleges about the FLSA and other statutes it enforces, distributed informational literature, and provided public service announcements in local media, both in Spanish and English. In 2016, WHD conducted more than 3,391 outreach presentations, including information on the FLSA's child labor provisions. OSHA has also continued to promote workplace safety using its Alliance Program in ways specific to young workers, which enables employers, trade or professional organizations, labor groups and educational institutions to collaborate with OSHA on projects to prevent workplace injuries and illnesses among young workers. Through these Alliances, students receive information, guidance, and access to training resources that will help them protect themselves and others from workplace health and safety hazards. As of March 31, 2017, OSHA had 31 Alliances (5 National Alliances and 26 Regional Alliances) that include a prominent young worker safety and health component. For example, OSHA has a Sustainable Workforce Alliance that has provided workplace safety</p>

	<p>training for high school and vocational school students and teachers in Georgia since 2006. See http://www.osha.gov/dcsp/alliances/focus/emphasis.html#youth for a complete list of OSHA's Alliances that include a focus on young worker safety. Furthermore, the Government reports that the Department of Labor's Occupational Safety and Health Administration (OSHA) continues to strengthen its collaboration with Departmental programs such as Job Corps and YouthBuild to provide workplace safety and health information to young and future workers. OSHA also collaborates with the National Institute for Occupational Safety and Health (NIOSH) and Career and Technical Student Organizations (CTSOs) to support the enhancement and integration of workplace safety and health training into career and technical education programs for youth across the country.</p> <p>2016 AR: According to the Government: Federal agencies continue to provide guidance and training to employers, workers, children, and various interested groups, including labour organizations and employer associations, concerning the federal laws relating to the employment of children and workplace practices to ensure the health and safety of children. Both WHD and the Occupational Safety and Health Administration of the Department of Labor (OSHA) conduct outreach activities. In particular, OSHA has an active public awareness program which promotes young worker rights and directs audiences to its Safety and Health Topics Webpage, which discusses the rights of young workers under the Occupational Safety and Health Act (OSH Act), and directs youth, employers, parents, and educators to links about labour laws and safe labour practices. Furthermore, OSHA has participated in local activities and events throughout the United States, such as career expos and fairs, training seminars, and youth programs for children under 18 years of age. These activities aim to keep teens safe and healthy on the job and to raise teens' awareness of their rights under the OSH Act. OSHA staff has also visited high schools around the country, promoting workplace safety and providing informational materials to students and teachers. OSHA also continues to strengthen its collaboration with Job Corps and other Departmental programs, the National Institute for Occupational Safety and Health (NIOSH), and Career and Technical Student Organizations (CTSOs) to support the enhancement and integration of workplace safety and health training into career and technical education programs for youth across the country. OSHA has also continued to promote workplace safety using its Alliance Program in ways specific to young workers, which enables employers, trade or professional organizations, labour groups and educational institutions to collaborate with OSHA on projects to prevent workplace injuries and illnesses among young workers. Through these Alliances, students receive information, guidance, and access to training resources that will help them protect themselves and others from workplace health and safety hazards. As of May 1, 2016, OSHA had 33 Alliances (5 National Alliances and 28 Regional Alliances) that include a prominent young worker safety and health component. For example, OSHA has a Sustainable Workforce Alliance that has provided workplace safety training for high school and vocational school students and teachers in Georgia since 2006. WHD made presentations in schools and colleges about the FLSA and other statutes it enforces, distributed informational literature, and provided public service announcements in local media, both in Spanish and English. In 2015, WHD conducted more than 2,600 outreach presentations, including information on the FLSA's child labour provisions.</p> <p>2015 AR: According to the Government: Federal agencies continue to provide guidance and training to employers, workers, children, and various interested groups, including labor organizations and employer associations, concerning the federal laws relating to the employment of children and workplace practices to ensure the health and safety of children.</p> <p>2014 AR: The Government reported that it undertakes the following awareness-raising activities and training as part of promotional activities:</p> <p><u>Awareness-Raising:</u> Every WHD region conducts outreach activities, including presentations in schools and colleges, distribution of informational literature, and public service announcements in local media, both in Spanish and English. WHD conducted more than 1,920 outreach presentations on the Fair Labor Standards Act (FLSA), including information on the FLSA's child labor provisions, in Fiscal Year (FY) 2012 and more than 950 in the first half of FY 2013. OSHA conducts similar outreach activities. For example, the Agency participates in local activities and events throughout the United States, such as career expos and fairs, training seminars, and youth programs for children under 18 years of age, to keep teens safe and healthy on the job and to make them aware of their rights under the Occupational Safety and Health Act (OSH Act). In addition, OSHA staff give presentations and hand out OSHA resources at high schools around the country. OSHA's Regional and Area Offices participated in 895 outreach activities for youth in FY 2012 and 379 in the first half of FY 2013. States that have developed and operate their own job safety and health programs also conduct a variety of outreach activities. During the reporting period, OSHA and WHD also collaborated in making presentations on the subject of young worker safety. Presentations were given at the National Safety Council Congress, the American Industrial Hygiene Association's Annual Conference, SkillsUSA, the Voluntary Protection Program Participants Association Conference, and a training meeting of YouthBuild grantees. In 2012, OSHA took a new approach to reach young workers, utilizing the Challenge.gov website. Challenge.gov is an online platform administered by the U.S. General Services Administration in partnership with ChallengePost that empowers the U.S. Government and the public to bring the best ideas and top talent to bear on our nation's</p>
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	<p>most pressing challenges. OSHA used the platform to challenge the public to develop an application with tools that Representatives of OSHA and WHD chair the Federal Network for Young Worker Safety and Health, an inter-agency group composed of representatives of OSHA, WHD, the Labor Department’s Office of the Solicitor, Job Corps, and agencies outside the Labor Department, such as NIOSH and the Environmental Protection Agency, which, among other things, regulates worker exposure to pesticides. The members meet four times a year and exchange information about the efforts of their agencies to protect young workers from occupational hazards. The group has also prepared booklets in English and Spanish informing young workers of their rights and protections under the OSH Act, the FLSA, and other laws, and giving them occupational safety tips. The National Institute for Occupational Safety and Health (NIOSH), part of the U.S. Centers for Disease Control and Prevention, in collaboration with the National Hearing Conservation Association and Dangerous Decibels, participates in an educational outreach campaign targeting agricultural and other youth with information about noise and hearing loss prevention. This outreach includes distribution of informative brochures and fact sheets, and demonstrations using a special mannequin that enables youth to test the volume output of their personal listening devices. See: http://www.dangerousdecibels.org/jolene/. NIOSH funding supports ten regional agricultural centers that conduct youth injury prevention activities and one national children’s center that focuses specifically on youth living in rural areas and working in agricultural environments. See: http://www3.marshfieldclinic.org/nccrahs/.</p> <p><i>Training:</i> In 2013, NIOSH launched the Safe•Skilled•Ready Workforce Initiative aimed at providing the basic skills needed to stay safe on the job and to contribute to a safe, healthy, and productive workplace. The initiative targets the delivery of eight, work-readiness competencies to young and new workers before they enter the workforce or start a new job. These basic skills complement those already being taught through apprenticeship and other vocational and career technical training programs.</p> <p>2013 AR: According to the Government: The WHD recently redesigned its YouthRules web site, which continues to provide a gateway to child labor compliance information for children, parents, employers, and educators (http://www.youthrules.dol.gov/index.htm). The new site is more interactive with improved graphics to appeal to a younger audience. DOL’s Occupational Safety and Health Administration (OSHA) also continues to maintain a web site, Young Workers: You Have Rights!, directed specifically to teen workers (http://www.osha.gov/SLTC/teenworkers), which has been redesigned to be more young-worker-friendly. OSHA also has a Youth in Agriculture eTool and is developing a Youth in Construction web page. In addition, both agencies engage in extensive outreach efforts to reach young workers, their parents, employers and educators. Every WHD region conducts outreach activities, including presentations in schools and colleges, distribution of informational literature, and public service announcements in local media, both in Spanish and English. OSHA conducts similar outreach activities and events throughout the United States. During the past year, OSHA and WHD collaborated in making presentations on the subject of young worker fatalities, focusing on cases in which both agencies had found violations. The presentations were given at the American Industrial Hygiene Association’s Annual Conference, SkillsUSA (a skills competition for technical schools and colleges), and the Voluntary Protection Program Participants Association Conference. The two agencies also worked together to produce a poster, I Have Rights, for young workers which can be printed from the Young Workers: You Have Rights web page. The poster, when accessed through the internet, has a Quick Reference linking to DOL’s Youth Employment web page, which contains links to subject matter from both WHD’s and OSHA’s youth-oriented web pages. During 2011, DOL sponsored a contest for third-party software developers to showcase innovative uses of its data in mobile phone applications and featured the winners, including, “Eat Shop Sleep,” on its web page: http://www.dol.gov/dol/apps/winners.htm. This application provides information on establishments investigated by WHD, including employers’ compliance records that employees and the public may use to learn if FLSA violations have been found at a particular establishment. WHD has also developed compliance tools to help employers check their knowledge of, and compliance with, the FLSA’s child labor provisions. On the YouthRules! web site, employers can find self-assessment tools for youth employment in the non-agricultural industry context as well as specifically addressing the grocery and restaurant industries. These are available at: http://www.youthrules.dol.gov/for-employers/compliance/non-agricultural/index.htm. Furthermore, under, DOL’s Migrant Worker Partnership Program, WHD and the Occupational Safety and Health Administration (OSHA) have increasingly collaborated with foreign embassies and their consulates to provide information on U.S. labor laws to foreign workers and those who employ them. Some of these activities encompass protections for children. Since 2004, DOL has partnered with the Mexican Embassy through a Joint Declaration and with its 50 consulates under Letters of Arrangement with OSHA and WHD, to educate workers and employers in the agricultural, construction, hospitality and landscaping industries. Due to the success of the program with Mexico, DOL expanded its outreach in 2011 and 2012, establishing similar partnerships with Costa Rica, the Dominican Republic, El Salvador, Honduras, Nicaragua, Guatemala, Peru, Ecuador, and the Philippines.</p>
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	<p>Further information on the Joint Declarations and Letters of Arrangement is available at: http://www.dol.gov/ilab/highlights/lf-20120611.htm</p> <p>2012 AR: According to the Government: As discussed in earlier reports, WHD maintains a web site called YouthRules!, which continues to provide a gateway to child labor compliance information for children, parents, employers, and educators (http://www.youthrules.dol.gov/index.htm). In addition, every WHD region conducts outreach activities, including presentations in schools and colleges, distribution of informational literature, and public service announcements in local media, both in Spanish and English. To facilitate outreach to stakeholders, WHD is creating a new position in its regional offices: community outreach resources planner. This will be a special position dedicated for all program areas to reach out to stakeholders and gather evidence to better integrate targeting and planning enforcement initiatives. Twenty positions have been funded initially, which will be strategically located in 20 of WHD's 50 district offices. As part of its Grain Handling Initiative, discussed below, DOL's Occupational Health and Safety Administration (OSHA) has updated training and outreach tools designed for both employers and workers. In August 2010, OSHA developed and released a factsheet that addresses grain bin entry and necessary safety precautions. In August 2011, it issued a Hazard Alert and an illustrated hazard wallet card for workers that clarify worker age restrictions for this industry and provide safety rules that must be followed if a worker will enter a grain bin or silo. OSHA has also modified and updated its public Safety and Health Topics Page on grain handling to better highlight and explain the hazards associated with this industry. Additionally, the agency is exploring the use of public service announcements and outreach through articles and compliance assistance specialists/training to reach a broader audience. OSHA participated in local activities and events throughout the United States such as career expos and fairs, training seminars, and youth programs for children under 18 years of age, to keep teens safe and healthy on the job and to make them aware of their rights under the Occupational Health and Safety Act of 1970, 29 U.S.C. 553, 651 to 678. During the first half of FY 2011, OSHA Regional and Area Offices participated in more than 300 outreach events in which youth under 18 years of age were a focus. Examples include the Construction Education Foundation of Georgia Career Expo, the Youth Safety in Construction Day in Philadelphia and the SkillsUSA competition in Kansas City. Also, OSHA staff, in cooperation with WHD, gave presentations on child safety to the National Safety Council Congress, the Annual Meeting of the American Public Health Association and a training meeting of Youth Build grantees. Similarly, an OSHA staff member participated in a webinar for YouthBuild on construction safety and provided information on three youth-oriented curricula for program grantees and other staff. OSHA's web site directed specifically to teen workers (http://www.osha.gov/SLTC/teenworkers) was updated in April 2010 and is currently undergoing more revisions and updates.</p> <p>2011 AR: According to the Government: As part of its agricultural enforcement initiative, the WHD has increased its public outreach. For example, the WHD engaged with employers growing blueberries in North Carolina to work to educate them on the legal requirements governing the employment of youth, which contributed to a much lower incidence of violations in that sector. As part of this effort, signs were placed in fields stating the legal requirements for youth in the agricultural setting. In addition, the WHD's YouthRules! Web site continues to provide a gateway to child labor compliance information to young workers, parents, employers, and educators (http://www.youthrules.dol.gov/index.htm). The Occupational Safety and Health Administration (OSHA) continues to provide outreach to young workers, their parents, employers and educators. In FY 2010, OSHA implemented major revisions to its Young Worker Web site (https://www.osha.gov/SLTC/teenworkers/index.html). The goal of the revisions was to make the site more appealing to target audiences and to update the information provided there. Included in the improvements were the additions of links to the WHD's revised child labor regulations so that users could easily access these new regulations. There remains an active referral process between the two agencies regarding young workers. OSHA enforcement staff worked collaboratively with the WHD during 2010 on a number of investigations where violations of both agencies' regulations were identified. In April 2010, OSHA hosted the <i>National Action Summit for Latino Worker Health and Safety</i>. This event was well attended by OSHA staff, labor representatives and young worker advocates, and featured speakers on young worker safety and health. Numerous bi-lingual training materials were distributed at the Summit along with special materials for illiterate users. These materials were suitable for young workers as well as adults. The Federal Interagency Network of Young Worker Safety and Health (FedNet), hosted by OSHA, continues to meet quarterly and has added new participants from federal agencies over the past year. This group is designed to share resources, reduce redundancy and provide a network for information dissemination related to young worker safety and health.</p> <p>2010 AR: According to the Government: The Occupational Health and Safety Administration (OSHA) continues to carry out education and outreach programs to improve workplace safety for working youth and continued to focus on safety related to construction jobs for FY09. It also has a website specifically for teen workers (http://www.osha.gov/SLTC/teenworkers/index.html) that was updated in FY 09. OSHA is</p>
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		<p>reworking its 10-hour course to focus on teens and a pilot for this course is being tested in the state of Washington. A related course has been developed by NIOSH called Talking Safety which is being implemented by a number of states in the public education curricula. In addition, the Federal Network for Young Worker Safety (FedNet), an interagency task force in which federal agencies coordinate and work together to build on existing activities and broadly disseminate available tools and resources, has also continued its activities. Recent examples of such activities include working to establish a website that will communicate information regarding FedNet, continuing to distribute information designed to inform young landscape workers of their rights and resources available to them in English and Spanish, presenting information at conferences of national organizations whose members include or serve the youth population, and revising a NIOSH publication to create a useful guide to numerous federal agencies that focus on young workers.</p> <p>2009 AR: According to the Government: On 21 April 2008, the Secretary of the Department of Labor kicked off the Occupational Health and Safety Administration’s (OSHA) National 2008 Teen Summer Job Safety Campaign on national television in New York City, stating, “The Teen Summer Job Safety Campaign educates teenagers on the importance of workplace safety and health habits that will help protect them and their coworkers at work”. The viewership for this particular program (the TODAY Show) during the week of the Secretary’s appearance averaged over 5 million viewers. The event was also picked up by national public radio, several trade magazines, and many local media across the nation. In addition, OSHA hosted and participated in local events and activities around the country, such as career fairs, youth programs, expos, and training seminars, to help keep teenagers safe and healthy on the job. Through working with many strong national and regional partners and other cooperative programs, OSHA reached thousands of teens, parents, employers and educators. Several other DOL agencies (JobCorps, YouthBuild, the Employments Standards Administration’s Wage and Hour Division (WHD)) collaborated with OSHA in these events and provided resources and support for the Campaign. OSHA also developed a unique web site to promote teen summer job safety. The web site address was disseminated widely and resulted in over 28,000 hits between the kick-off (21 April) and the end of June 2008; a record that significantly exceeded the 2007 level. The WHD too has continued to carry out its Youth Rules! Rallies, education, and outreach, which have been described in earlier reports.</p> <p>2007 AR: According to the Government: The Department of Labor continues its efforts to abolish illegal child labor and ensure the safety and well-being of young people at work. In Fiscal Year 2005, the Department initiated a five-year summer job safety campaign. In the summer of 2006, the campaign focused on the land care industry and performed education and outreach, achieving wide dissemination of its education materials through the media and contacts with youth-oriented non- profit organizations. Through its ongoing Youth Rules! Public Awareness Campaign, it also directed its efforts to youth working in the construction industry in response to an increase in youth working in the construction industry during the summer. It launched a new electronic seminar, “Youth Working in Construction” on CD-ROM and available on the Youth Rules! Web site (www.youthrules.dol.gov), which focuses on the Secretary’s Hazardous Orders. In addition, there are two region-wide initiatives to educate employers and others regarding the rules for this industry. There are also several local initiatives relating to the roofing industry involving both outreach and enforcement activities.</p> <p>2003 AR: According to the Government: With a view to bringing about the effective abolition of child labour, the following measures had been implemented to enforce minimum age(s) for employment and to eliminate the worst forms of child labor: (i) employment creation/income generation; (ii) social assistance (e.g. stipends, subsidies, vouchers); (iii) child rehabilitation following removal from work; (iv) vocational and skills training for young workers; (v) awareness raising/advocacy; (vi) free compulsory education; and (vii) international cooperation programs/projects.</p> <p>2000 AR: According to the Government: The Wage and Hour Division undertakes "compliance education" which serves to promote voluntary compliance with child labor laws by informing employers, educators, young workers, and their parents about the child labour laws and the Wage and Hour Division also partners with consumers and corporations to raise public awareness of child labor issues and promote child labor compliance practices. The Department of Labor in particular had developed a broad array of Programs to abolish illegal child labor and to ensure the safety and well-being of young people at work (e.g. the Department's Low-Wage Initiative, the Safe Work/Safe Kids Initiative).</p>
	<p>Special initiatives- Progress</p>	<p>2018 AR: According to the Government, WHD conducted investigations of particular employers where violations of child labor or other FLSA violations were suspected. For example, a multi-year investigation by WHD revealed that a pecan farm in Southern Utah was using underage workers to illegally harvest pecans. On December 6, 2016, a U.S. District Court judge ordered an initial payment of \$200,000 to a fund to compensate the children for their</p>

	<p>unpaid work and to submit to a 5-year oversight by a special master. Moreover, in several investigations of Hawaiian water and adventure parks in seven different locations, WHD found the employer in violation of the child labor provisions of the FLSA by allowing underage workers to operate equipment prohibited for use by minors, including a chain saw and a motorized utility vehicle/golf cart, among other prohibited equipment, and allowing minors to work outside of permitted work hours. The employer was fined \$85,904 in civil money penalties for the child labor violations. In an investigation of a restaurant in Birmingham, Alabama, WHD found the employer had violated the child labor provisions of the FLSA by employing minors to work regularly in occupations prohibited for any worker less than 18 years old. The employer was required to pay the workers \$14,288 in minimum wage and overtime back wages and an equal amount in liquidated damages totaling \$28,577, in addition, to being assessed a civil money penalty of \$14,125 for the child violations. The Government further reports that OSHA continued its annual Campaign to Prevent Heat Illness in Outdoor Workers, which stresses that heat illness can be deadly and which offers, through OSHA’s website, educational resources, training tools for employers, and a heat app for mobile devices to track dangerous working temperatures. As of May 31, 2017, over 450,000 users have downloaded the app. See https://www.osha.gov/SLTC/heatillness/index.html.</p> <p>2016 AR: According to the Government: As the agency has done in past years, WHD conducted several statewide or regional initiatives focused on particular industries, such as groceries and restaurants, in which child labour violations tend to be found. As part of these initiatives, WHD conducted outreach to workers, employers, and community groups, with a particular focus on low- wage and other vulnerable workers to enable them to better recognize potential violations. Pursuant to one such initiative, in January of 2016, WHD identified widespread violations of the minimum wage, overtime and record-keeping requirements of the FLSA in Georgia's restaurant industry. As a result, restaurants are paying a total of \$2,277,480 in back wages and damages to more than 3,000 employees. WHD also conducted investigations of particular employers where violations of child labour or other FLSA violations were suspected.</p> <p>2015 AR: According to the Government: The WHD has conducted several statewide or regional initiatives focused on particular industries, such as groceries and restaurants, in which child labor violations were found. For example, investigations of grocery stores revealed that in some instances children were working in hazardous activities, such as loading and/or operating power-driven paper balers, meat slicers, bakery machines, and operating a motor vehicle. In a statewide initiative focused on restaurants, child labor violations included the operation of hazardous equipment, including meat slicers and dough mixers. The initiatives were designed not only to find violations, but to engage key employers to help provide compliance assistance and to secure industrywide compliance. As part of the initiative, WHD conducted outreach to workers, employers, and community groups; it also encouraged vulnerable workers to recognize potential violations. WHD also undertook investigations of particular employers where violations of child labor or other violations of the Fair Labor Standards Act (FLSA) are suspected. Such investigations have disclosed various child labor violations, such as the operation of forklifts, operating, loading or unloading balers and compactors, driving a box truck that exceeded 6,000 pounds on public roads, operating a chain saw, and working in a saw mill, all in violation of the FLSA’s hazardous orders. Moreover, OSHA continues to develop two initiatives designed to improve the safety and health of workers, including those under 18 years of age. The Dairy Farm Initiative will address workplace hazards to which workers at dairy farms may be exposed, and the Poultry Initiative, which will address the particular hazards of the poultry processing industry. In May 2014, OSHA launched its fourth annual Campaign to Prevent Heat Illness in Outdoor Workers. The campaign targets youth because many seek summer employment, often in hot outdoor environments. In June 2014, the Occupational Safety and Health Administration (OSHA) finalized its guidance on Working Safely on Ladders in Orchards. See https://www.osha.gov/pls/publications/publication.html. The Agency is working on guidance relating to tractor safety and vehicle rollover and backover protection.</p> <p>The National Institute for Occupation Safety and Health (NIOSH) continued to maintain a Web site for Young Worker Safety and Health, which provides numerous links to “spotlights” on young workers, including adolescents, and other resources about programs undertaken by the agency. http://www.cdc.gov/niosh/topics/youth/. These initiatives include its “Safe-Skilled-Ready Workforce Initiative, which promotes the work-readiness skills to complement an employer’s responsibilities for the workplace safety and health of its employees. http://www.cdc.gov/niosh/safe-skilled-ready/. Its resources include a Work Safe Work Smart curriculum for use by high schools with the goal of reducing injury rates of young workers. See http://www.cdc.gov/niosh/talkingsafety/. NIOSH plans to customize the curriculum for each state and the District of Columbia to reflect state-specific child labor laws and resources.</p> <p>As noted last year, NIOSH funding supports several regional agricultural centers that conduct youth injury prevention activities and one national children's center (operated by the Marshfield Clinic) that focuses specifically on youth living in rural areas and working in</p>
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	<p>agricultural environments. See http://www3.marshfieldclinic.org/nccrahs/. In June 2014, the Marshfield Clinic published a Model Policy: Youth Employment in Agriculture. http://www3.marshfieldclinic.org/nccrahs/?page=nccrahs_projects-products-model-policy. Guidelines and other resources relating to agricultural work by children are available at http://www3.marshfieldclinic.org/nccrahs/. On July 1, 2014, NIOSH published a report (summarizing fifteen years of childhood agricultural injury research, 1997-2011) that highlights the agency’s extramural research in childhood agricultural injury prevention. In a statement accompanying release of the report, NIOSH’s Director indicated that “[d]ramatic progress has been made in reducing the number and rate of childhood agricultural injuries.” http://198.246.124.29/niosh/updates/upd-07-01-14A.html. As stated in the report, injuries to youth under 20 working, living, or visiting farms had reduced by 58 percent between 1997 and 2009; and a comparable reduction (60 percent had occurred for youths living on farms during the same timeframe. Report, at p. v. A copy of the report is available at http://www.cdc.gov/niosh/docs/2014-121/. Both OSHA and the Wage and Hour Division (WHD) continued to conduct outreach activities. OSHA worked with groups committed to worker safety and health through its Alliance Program to prevent workplace fatalities, injuries, and illnesses. These groups included unions, foreign embassies and consulates, trade or professional organizations, businesses, faith- and community-based organizations, and educational institutions. As an example, during Fiscal Year (FY) 2013 and FY 2014, OSHA entered into 30 alliances with the embassies or consulates of 11 foreign countries. Through this program, OSHA worked with participants to develop and disseminate information and training aimed at making young workers aware of their rights under the OSH Act and keeping them safe on the job. In addition, OSHA staff visited high schools around the country, talking about workplace safety and providing handouts to students and teachers. In FY 2013 and the first half of FY 2014, OSHA staff held 1,017 educational sessions with youth. States that have developed and operate their own job safety and health programs also conducted a variety of outreach activities. WHD conducted extensive outreach and education to worker and employer organizations in various industries. For example, in the agriculture industry, the WHD engaged in outreach with organizations such as Farm Worker Justice, the National Center for Farm Worker Health, the Farm Labor Organizing Committee, farmers/growers, and manufacturers and others who sell agricultural products to consumers. WHD, as noted above with OSHA, also worked closely with foreign embassies and consulates whose citizens are working in the United States. In 2013 and 2014, WHD entered into 67 arrangements with foreign countries. WHD also made presentations in schools and colleges about the FLSA and other statutes it enforces, distributes informational literature, and provided public service announcements in local media, both in Spanish and English. In FY 2013, WHD conducted more than 2,400 outreach presentations, and more than 970 in the first half of FY 2014.</p> <p>2014 AR: According to the Government: in 2013, the National Institute for Occupational Safety and Health (NIOSH) launched the Safe•Skilled•Ready Workforce Initiative, with the mission that every person, before joining the U.S. workforce for the first time or starting a new job, will have the basic skills needed to stay safe on the job and to contribute to a safe, healthy, and productive workplace. The effort recognizes that employers are responsible for providing a safe and healthy workplace, but that everyone should have basic skills to help protect them on the job now, and throughout their lives. Further, the effort recognizes that basic safety and health skills are the “missing life skill,” and are key to any work-readiness effort, and to every job. The initiative targets the delivery of eight, work-readiness competencies to young and new workers before they enter the workforce or start a new job. These basic skills complement those already being taught through apprenticeship and other vocational and career technical training programs. More information is available at the NIOSH Safe•Skilled•Ready Workforce Initiative website: http://www.cdc.gov/niosh/Safe-Skilled-Ready/default.html. Also, in recent years, WHD launched a Grocery Store Initiative to enhance compliance with the FLSA. Investigations were conducted as part of a multi- year enforcement effort focused on the grocery store industry in Alabama and Mississippi, where widespread noncompliance with the FLSA’s minimum wage, overtime, record-keeping and child labor provisions has been found. Common child labor violations include minors being required to perform prohibited hazardous tasks, such as operating power-driven scrap paper balers and paper box compactors. On January 4, 2012, WHD announced that it had found significant violations of the FLSA’s child labor and wage provisions at 14 grocery stores in the 2 states. Employers were assessed \$53,037 in civil money penalties for permitting a total of 31 minor employees at 11 of the stores to conduct prohibited hazardous jobs. Minimum wage and overtime back wages totaling \$12,547 were also required to be paid to 56 employees. A press release relating to this matter is available at: http://www.dol.gov/whd/media/press/whdpressVB3.asp?pressdoc=Southeast/20120104.xml. In addition, WHD has continued to implement initiatives reported upon in earlier baseline reports, including those in the restaurant, hotel, and agricultural industries. These initiatives have targeted systemic violations, as well as helped to inform strategies for addressing industry-specific problems. These initiatives also serve to educate employers about their legal responsibilities and promote sustained compliance throughout the industry. OSHA is developing two new initiatives that are expected to improve the safety and health of workers, including those below 18 years of</p>
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	<p>age. The Dairy Farm Initiative will address workplace hazards to which workers at dairy farms may be exposed, including drowning hazards in manure pits, crushing hazards from animal handling, electrical hazards that may result in electrocutions, amputation hazards from unguarded power transmission components of farm field and farmstead equipment, and other serious hazards that are normally encountered in an agricultural operation (e.g., tractor rollover). The Poultry Initiative will address the particular hazards of the poultry processing industry, including ergonomic hazards, respiratory hazards resulting from exposure to organic dusts, hazards associated with machinery and the use of knives and scissors, and hazards due to the presence of microbiological organisms and endotoxins.</p> <p>2013 AR: According to the Government: Every year, WHD offices all over the country conduct enforcement initiatives in low wage and high-risk industries that employ many vulnerable workers where the Agency has historically found high levels of non-compliance with the FLSA, including its child labor provisions. WHD’s agricultural initiative, discussed in previous reports, continues to be a priority area of enforcement. In addition, WHD has recently launched initiatives focusing on: the restaurant industries in a number of cities in different regions, including Portland, Oregon, San Francisco and Los Angeles, California, as well as cities in Georgia and Florida; hotels in Tennessee, and agricultural nurseries in Colorado. These initiatives include targeted investigations aimed at identifying and remedying systemic violations, as well as other compliance activities to help inform WHD of the likely causes of the non-compliant behavior and point to strategies for addressing industry-specific problems. Likewise, OSHA has continued two initiatives as particular areas of emphasis: the Grain Handling Initiative aims to protect workers in grain handling operations by increasing enforcement and inspection activities in this industry; and the Campaign to Prevent Heat Illness in Outdoor Workers stresses the critical importance of water, rest and shade to prevent heat-related illnesses and fatalities in agriculture and construction. In addition, OSHA continues its efforts to reach more workers and to develop user-friendly and innovative educational materials for distribution. Specifically, OSHA has developed: a Grain Handling Topics Page with a Hazard Alert, a Wallet Card and other resources to protect grain handling workers; an Occupational Heat Exposure Topics Page with Fact Sheets, a Quick Card and other resources to protect outdoor workers; and a mobile phone application, the <i>Heat Safety Tool</i>, that allows workers and supervisors to obtain the heat index for their worksite, along with the corresponding risk level for outdoor workers and reminders of the protective measures that should be taken. The mobile application may be downloaded at: http://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html.</p> <p>2012 AR: According to the Government: In the last update, the United States reported on WHD’s agricultural initiative aimed at protecting the rights of farm workers, including children, under the FLSA and the Migrant and Seasonal Worker Protection Act, 29 U.S.C. 1801, <i>et seq.</i> This initiative is ongoing as a priority area of enforcement.</p> <p>In an effort to reduce grain entrapment incidents and fatalities, some of which may involve children under 18 years of age, OSHA has embarked on an initiative focusing on protecting workers in grain handling operations by increasing enforcement and inspection activities in this industry. OSHA initiated Regional and Local Emphasis Programs that focus on areas of the country where grain handling, grain milling, rice milling, animal feed preparation, farm-product warehousing and production of grain are concentrated. In 2010, OSHA conducted over 298 inspections of such operations. This is roughly a 60 per cent increase from the 2008 inspection level. Approximately 72 per cent of these inspections identified violations of OSHA standards. Roughly 6.5 per cent of these inspections identified willful or repeat violations of OSHA standards. Besides enforcement inspections, OSHA sent notice letters - in August 2010 and in February 2011 - to more than 13,000 grain elevator operators reminding them of their responsibility to follow proper safety precautions, including prohibiting entry in grain storage facilities while grain is being emptied out or flowing in or out of the bin, prohibiting employees from "walking down the grain" and ensuring that employees enter the bin with the proper safety equipment.</p> <p>OSHA also initiated a Campaign to Prevent Heat Illness in Outdoor Workers for the summer of 2011, to address heat-related fatalities in agriculture. The campaign stresses the critical importance of water, rest and shade to prevent heat-related illnesses and fatalities and covers agriculture and construction workers. There is a special focus on outreach to new workers, which would include many workers less than 18 years of age, who have not been acclimated to excessive heat and often suffer more serious heat-related illnesses.</p> <p>2011 AR: According to the Government: The WHD has embarked on an agricultural initiative aimed at protecting the rights of farm workers, including children, under the FLSA and the Migrant and Seasonal Worker Protection Act, 29 U.S.C. 1801, <i>et seq.</i> Agricultural sector inspectors and child labor inspectors are working in concert to inspect agricultural workplaces at times that children are more likely to be present, in particular, after school and on weekends. As an example, during the 2010 growing season, the WHD focused on various types of growers, particularly blueberry growers, and their farm contractors in a number of</p>
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		<p>states, including New Jersey and North Carolina.</p> <p>2010 AR: According to the Government: the Trafficking Victims Protection Reauthorization Act of 2008 was enacted in December 2008, Pub. L. 110-457, 122 Stat. 5044 (2008), which reauthorized the Trafficking Victims’ Protection Act of 2000, Pub. L. 106-386, 114 Stat. 1464 (2000), for four years and authorized new measures to combat human trafficking, including efforts to increase effectiveness of anti-trafficking-in-persons programs, providing interim assistance for potential child victims of trafficking, and enhancing the ability to criminally punish traffickers. This legislation may be found at http://www.usdoj.gov/olp/materials-ww-tvpra.htm. Moreover, in February 2008, the Wage and Hour Division (WHD) of the Department of Labor (DOL) implemented an initiative to investigate establishments likely to employ minors in violation of Hazardous Order 12 relating to balers and compacters used to process waste materials. Its YouthRules! Webpage continues to provide a gateway to child labor compliance information on the internet (http://www.youthrules.dol.gov/index.htm).</p>	
CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT	According to the social partners	Employers’ organizations	NIL.
		Workers’ organizations	<p>2003-2004 ARs: The AFL-CIO strongly disagreed with the draft update to the report on child labour prepared by the Government of the United States for the year 2003.</p> <p>2003 AR: Observations by the AFL-CIO through the government: the draft report did not provide information on current United States practice with respect to enforcing child labour laws; the draft said nothing about the U.S. practice.</p> <p>2002 AR: ICFTU’s observations: A major area of abuse is the agricultural sector, particularly as regards children of migrant workers. The school-leaving age is not set at the national level. Encourages the Government to ratify C.138.</p>
	According to the Government	<p>2014-2019 ARs: The Government indicated that there is a continuing need to educate children, parents and employers about the dangers of child labour and the relevant protective provisions.</p> <p>2012-2013 ARs: According to the Government: The current challenges have not changed since last year. Constant education is still needed to reach children as they become old enough to be hired by employers, particularly with respect to agricultural employment. The nature of this employment, e.g., its short duration, the remote locations, and the mobility of the work, poses enforcement challenges. These challenges include: reluctance of children without legal authorization to work, or whose parents are not authorized to work, to assert their rights; children accompanying their parents to the fields due to the lack of day care services; and language barriers between children and their parents and the employer. As discussed above, DOL has engaged in strategies to address these challenges.</p> <p>2011 AR: According to the Government: Constant education is needed to reach children as they become old enough to be hired by employers, particularly with respect to agricultural employment. The nature of this employment, e.g., its short duration, the remote locations, and the mobility of the work, poses enforcement challenges. These challenges include: reluctance of children without legal authorization to work, or whose parents are not authorized to work, to assert their rights; children accompanying their parents to the fields due to the lack of day care services; and language barriers between children and their parents and the employer.</p> <p>2009 AR: Teen workers are typically seasonal, temporary, or short-term workers. This may result in these teenagers not receiving the full complement of training that an adult full-time worker would receive.</p> <p>2003 AR: In the informal sector of the economy, the employment of children in door-to-door sales raises concerns about their safety and welfare.</p>	
TECHNICAL COOPERATION	Request	NIL.	
	Offer	NIL.	
EXPERT-ADVISERS’ RECOMMENDATIONS-OBSERVATIONS	<p>2008 AR: The ILO Declaration Expert-Advisers (IDEAs) were concerned that few governments, such as the United States (and three other governments), had indicated their current lack of effort to ratify C.138 and/or C.182 (cf. paragraph 57 of the 2008 Annual Review Introduction – ILO: GB.301/3).</p> <p>2005 AR: The IDEAs listed the United States among the countries where some efforts are being made in terms of research, advocacy, activities, social dialogue, national policy formulation, labour law reform, prevention, enforcement and sanctions mechanisms and/or ratification. They also mentioned the following: “Australia, New Zealand and the United States have expressed their intention to renew their assistance to other States and international organizations to combat child labour, including in its worst forms. Their assistance ranges from financial aid to participation in international forums. It is important to maintain a continuity of social programs to combat child labour. Once programs are interrupted, it is difficult to maintain the</p>		

	<p>momentum. The sustainability of such programs will be enhanced with the active support of employers' and workers' organizations" (cf. paragraphs 13 and 234 of the 2005 Annual Review Introduction – ILO: GB.292/4).</p>
<p>GOVERNING BODY OBSERVATION--RECOMMENDATIONS</p>	<p>2015 AR: At its March 2014 Session, the Governing Body invited the Director-General to: (a) take into account its guidance on key issues and priorities with regard to assisting member States in their efforts to respect, promote and realize fundamental principles and rights at work; and (b) take account of this goal in the Office's resource mobilization initiatives.</p> <p>2013 AR: At its November 2012 Session, the Governing Body requested the Director-General to take full account of the ILO Plan of Action on Fundamental Principles and Rights at Work (2012-2016) and allocate the necessary resources for its implementation. This plan of action is anchored in the universal nature of the fundamental principles and rights at work (FPRW), their inseparable, interrelated and mutually reinforcing qualities and the reaffirmation of their particular importance, both as human rights and enabling conditions. It reflects an integrated approach, which addresses both the linkages among the categories of FPRW and between them, and the other ILO strategic objectives in order to enhance their synergy, efficiency and impact. In this regard, freedom of association and the effective recognition of the right to collective bargaining are particularly emphasized as enabling rights for the achievement of all these strategic objectives.</p> <p>2011 AR: At its March 2010 Session, the Governing Body decided that the recurrent item on the agenda of the 101st Session (2012) of the International Labour Conference should address the ILO strategic objective of promoting and realizing fundamental principles and rights.</p> <p>2009 AR: During its March 2009 Session, the Governing Body included the Review of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work on the agenda of the 99th Session (2010) of the International Labour Conference.</p>
<p>INTERNATIONAL LABOUR CONFERENCE RESOLUTION</p>	<p>2013 AR: In June 2012, following the recurrent item discussion on fundamental principles and rights at work, under the ILO declaration on Social Justice for a Fair Globalization, 2008 and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, the International Labour Conference adopted the Resolution concerning the recurrent discussion on fundamental principles and rights at work. This resolution includes a framework for action for the effective and universal respect, promotion and realization of the FPRW for the period 2012-16. It calls for the Director- General to prepare a plan of action incorporating the priorities laid out in this framework for action for the consideration of the Governing Body at its 316th Session in November 2012.</p> <p>2011 AR: Following a tripartite debate at the Committee on the 1998 Declaration, the 99th Session (2010) of the International Labour Conference adopted a Resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work on 15 June 2010. The text appended to this Resolution supersedes the Annex to the ILO Declaration on Fundamental Principles and Rights at Work, and is entitled "Annex to the 1998 Declaration (Revised)". In particular, the Resolution "[notes] the progress achieved by Members in respecting, promoting and realizing fundamental principles and rights at work and the need to support this progress by maintaining a follow-up procedure. For further information, see pages 3-5 of the following link: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_143164.pdf.</p>