

- Violation of working hours and other limitations/rules on working hours as defined by relevant regulations (40 hours/week and 8 hours/day limits and no overtime work), **1.560 TRY**,
- Failure to provide proper breaks to the juvenile workers (1 hour break for 8 hours working day) in line with local law requirements, **1.560 TRY**,
- Failure to provide wages and benefits of the juvenile workers in line with local law or collective bargaining agreement requirements, **161 TRY for each worker and each month that violation has occurred**,
- Violation of legal requirement on payment of all wages and wage components through the bank accounts of juvenile workers, **161 TRY for each worker and each month that violation has occurred**,
- Failure to maintain personal files of the workers, **1.560 TRY**,
- Violation of nondiscrimination principle between the workers and juvenile workers and engaging in discriminatory practices, **141 TRY for each worker subjected to this practice**,
- Failure to provide legally mandated pay slips to the juvenile workers on a regular basis, **584 TRY**,
- Payment of wages below legal minimum wage (1,300.99 TRY for 2016) to juvenile workers, **161 TRY for each worker and each month that violation has occurred**,
- Providing fewer than twenty days of paid annual leave to the juvenile workers or dividing their annual leaves into parts by violating related regulation, **285 TRY for each worker subjected to these practices**,
- Failure to pay correct paid annual leave rates to the juvenile workers –nonpayment or paying less than the legal requirement, **285 TRY for each worker subjected to this practice**,

- Nonpayment of unused paid annual leaves of the workers on termination as a part of final payout, **285 TRY for each worker subjected to this practice**,
- Failure to organize health examinations of juvenile workers in line with local law requirements on semiannually basis, **1.301 TRY for each worker without proper health examination report**,
- Failure to provide proper information to the workers on health and safety risks within the workplace, protective and preventive measures in place, legal rights and responsibilities, the responsible personnel for first aid, fire fighting, and evacuation, **1.301 TRY for each worker**,
- Violation of the obligation of providing training to the workers (Health and Safety trainings, special trainings for the worker representatives, vocational trainings, additional H&S trainings to the workers who had work accidents, refresher trainings, training to the workers coming from another workplace, training of the workers in a temporary employment relationship, charging the cost of the trainings to the workers, not counting the training time as working hours and compensating accordingly), **527 TRY administrative monetary fine for each violation and for each worker separately**.



REPUBLIC OF TURKEY  
MINISTRY OF LABOUR AND SOCIAL SECURITY  
DIRECTORATE OF LABOUR

## CHILD LABOR IN READY-MADE GARMENT AND APPAREL INDUSTRY

INFORMATIVE BROCHURE FOR EMPLOYERS

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■ *This brochure has been prepared for the owners of the suppliers and subcontractors in Ready-made garment / Apparel industry with an aim of informing them about the child labor problems that they may come across in the industry.*

## WHAT IS CHILD LABOR?

The term “**Child Labor**” is often described as the work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development.

- **Employment of children who have not completed the age of 15 is prohibited** in Ready-made garment/ Apparel industry. Individuals who have completed 15 years of age but not 18 years of age (juvenile workers) can only be employed with the condition of providing protective measures on working hours and health and safety conditions that are stated in legislation.
- Insufficient monitoring of working conditions of the subcontractors makes this type of production more vulnerable towards potential child labor issues.
- Its imperative to pay equal attention to potential child labor issues at the subcontractor-level of the production process as well as the supplier-level.
- It is typical of owners of the subcontractors employing child labor to claim that they hired the children to help them (!) do it as a favor.
- The State of Turkish Republic currently implements social aid/ support programs for children and families in need through the Ministry of Family and Social Policies.

- Employers should notify local authorities about the children and individuals who need help and/or protection at these numbers: **ALO 183** (Family, Woman, Children and Disabled Social Services Help Line), **155** or **156**
- You can call **ALO 170** Labor and Social Security Communication Center to reach the most recent information on labor regulations and to not run afoul of the law.

*It should not be forgotten that the legal and commercial consequences of a child labor incident that may arise in a subcontractor will also have an adverse affect on the main supplier using this subcontractor as well as other garment exporter companies in the sector and consequently the whole economy.*

**Children should be at school  
NOT AT WORK**

*In case of violations of Regulations on Employment of Children and Juvenile workers in Ready-made garment/ Apparel industry, following administrative fines (for the year of 2016) apply as per the relevant labor and social security legislation:*

- Violation of minimum working age limit and prohibition on employing children in this industry, **1.560 TRY,**
- Employment of foreigners without a work permit, **8.848 TRY for each foreign person without a valid work permit,**
- Failure to register workers with the social security system on a timely basis, **an amount of twice the monthly minimum wage for each unregistered worker,**
- Late registry of the workers with the social security system, failure to follow legal requirements on registration process as defined by social security administration or failure to send registration documents through the proper channels as described in related regulation –via internet/ digitally...etc., **an amount of monthly minimum wage for each month of noncompliance,**
- In case of repeated failure to register workers on a timely basis by the same employer within a year, **an amount of five times the monthly minimum wage for each month of noncompliance,**
- In case of not declaring correct wages and benefits of the workers to the social security administration, **an amount of twice the monthly minimum wage,**
- Violation of regulation on prohibition of night work for juvenile workers **1.560 TRY,**
- Failure to provide one copy of the employment contract or a written document that shows the content of labor contract to the worker, **141 TRY for each worker without this document,**