



Legal Restrictions on Child Labour in Arab Countries (Arab Child Labour)

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ABSTRACT

The man power is still considered an important elements in projects implementations and maintains that is classified according to different Age categories, the policies of economical countries, have an interaction the social trend with the necessity to respect the work power and develop them in the country that follows this policy or that since the end is economical development, Recently, the Arab countries have followed the same steps to achieve one aspect of the thorough development through providing the (future labourers) through restricting child labour to use it as a decisive weapon while all Arab Labour Law has classified the term " juvenile, there are many Reasons for Child Labour like Economical Reasons ,Social Reasons and Political Reasons , while Child labour " forms a series of different types .each one depends on the type of work assorted in it , its influence on child " almost indicates to child unacceptable activity like : Dangerous or unhealthy industries and the worst types there are many traits that gives relative independence from other law rules . Most of these rules at for labourer protection especially weak categories to achieve balance in work relationships ,most of that appear by the minimum age to work, _Management monitoring and medical exam and the penalties on the violation of the rule restriction.

Keywords: child labour, Arab protection.



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Introduction:-

Despite the world has witnessed a scientific progress in every aspects of life to the extent that machine substitutes man at work, the man power is still considered an important elements in projects implementations and maintaince that is classified according to different age categories.

The idea of malignant between social and economic polices is deep and needs a recurrent efforts from the government. So , the policies of economical countries ,whether it is free or directed , have an interaction the social trend with the necessity to respect the work power and develop them in the country that follows this policy or that since the end is economical development .The matter that needs to make a previous plan for the coming years before the current year of the educated labourers who are capable to fruitful production and who will work in different sectors of the country . Recently, the Arab countries have followed the same steps to achieve one aspect of the thorough development through providing the (future labourers) through restricting child labour to use it as a decisive weapon . This law is gaining increasing attention at the time these countries encounter pressure during achieving their desire to enjoy Free Trading Agreement.

The subject of the million children indulgence in work prevents them from education and growing healthy in the future in the Arab Nation, its importance. Thus, this paper is divided into three sections; the first one discusses the history of child labour , its reasons and types ,while the second section deals with the legality of child labour . the third section discusses the process that Arabic Laws to treat the subject .Finally , the finally includes some suggestions as an out put of this study while we classified all the child terms and there kind and reasons of there works and the most impotent would be the effect of termination of the relation between the child and employer out of the rules restrictions.

Section One A View on Child Labour

Most of the Arab Labour Law has classified the term " juvenile" on every person male or female who has not become adult yet .¹ While the Egyptian legislator the term " child " ². So we have used the former term to indicate the age of human in which he needs care , compassion and education before going to work .³

1-1 – The History of Child Labour

The history of child labour goes back to the slavery era before B.C. ⁴ ; where child's parent sold or ranted him to get what is barely sufficient for their living . Besides , in addition to the slaves who got from invasions and wars (Kera , 1969,p7) . The Arab region had witnessed , before other parts of



the world , social and civilized development that reached the summit with the emergence and prevalence of Islam (Wamotter , A. & Yehea , M , (1987) ,p16) . ⁶ So. Large cities were established which lead to economical and scientific progress during that period . Woks were classified depending on its nature to agricultural works in the rural areas ; Muslims had planted many types of industrial vegetables and fruits , besides growing flowers and trees that were familiar in that area . Farmer and his family had worked in his own land or for a landowner or a prince . As for trade in cities , it was constricted by customs or cash obstacles which lead to spread easily in the world . the goods were transferred to Baghdad , as an important commercial center , to Arab ports (Basrah was the important one) by ships coming from western land , India and China . As for industry ,Muslim Arab had learnt it from Christians and Romans and developed it as well as textile , ink and flagellate (Sulaeman , A .H , 1990 ,pp 30 -31) , In order to profession any of common trading or industrial professions , child was sent to work there since his childhood to apprentice under teachers and professionals (who were usually relatives) (Al - Ali , S .A , (n.d), p30) . The Arab region was not isolated from other civilizations ,on the contrary it was connected with them.(Al – Wardy ,A.,(1378- 1379) ,p16) ⁶ Most of social ideas and political and economical changes transferred by Oriental ventures or invasions who were greed of its prosperity and availability of row recourses(Al-Bazaz), A.(1997) ; p.44) . With the end of Othman empire and was divided into states (Al-Wardy ,A. , p.82) , *laissez-faire* was prevailed in the region ,though it was simpler than that was spread in Europe that demolished craftsman group system . Since the Arab region had passed the new invasion era, the legal systems were immature as legal principles that could be reliable that its impacts affected the children to be workers .(Wamotter , A. & Yehea , M , P21), In addition to the political crisis , social changes and the use of modern machines in some industries which made children suffer form work injuries and profession dieses ,besides the low wages and their young ages .Until the issue of the first labour law in the region in 1909 in Egypt to limit the year of start working . (AlYass , Y.(1980) ,p. 21)

1-2 - Reasons and Types of Child Labour :

Scrutinizing the reality of social life in the region , the specialized reports and the organized legislation ,we found there are reasons and specific motives for child labour in some types of works .

1-2-1 – Reasons for Child Labour

The main keys for child labour are

First : Economical Reasons

1- Poverty

It represents a great challenge that encountered the countries in the region . the income of the families are decreased that can not fulfill their basic needs like house , food and drink . Sometimes there is nothing .

2- Unemployment



When the family 's supporter losses his job ,it will push other member of the family specially the male children (according to the region type) . This matter has increased at the end of the century and the beginning of recent changes happened in Arab market . the low ratio of gas and petrol exportation income , and the changes happened due to the desire of Arab Countries to join The International Trading Organization ^١ *The Effect of Poverty and Unemployment on Development in ASECOA Region* ;(2002) p.3) 2- and finally treat with exclusive some governmental projects to the special sectors that lead to terminate a lots of jobs form the employments . (Chomsky ,N. (2003) p.31)

3- Labourers drain from country sides to cities which result of employing children to fill the shortages of laborers especially in lands of family possession .(Abu – Raya .S.A, (2003) p125).

Secondly : Social Reasons

1- Child position as a member in his family of his gender will push his to work when he lose one of his parents or the different of ages between child and his parents ; when they are old enough not to work and bring because of getting older will push the child.

Social norms play a role that it is necessary to adapt child to work since his childhood or for his personal desire to gain money . (Al-Bura'ai,. A. H , (n.d) p.18)

2- The child is failure or incapable to learning , or the relatives do not encourage him to fulfill the primary education, Or the child belongs to a fighting minority in a society, or he encounters special social problem .

The family has a project . besides , the habit to plant family profession

(Kreaser, C. & Deam, V.,& Mayer H, G.,(1998) ,pp.671-672)

Thirdly : Political Reasons

The burdens lies in Arab states polices and following a line in its internal affairs or with other countries will have effects on groups of people to turn on the poorest . the political reasons will have indirect effects on children in these items :

1- The political changes and revolutions or following revolutionary trends for a long period (Al-Ani, H. (2004),p21) . In addition of considering other political currents as a hostile which accompanied by social turbulences ; either the justice and equality in treating the citizens or in arresting them (Chomsky ,N,(2004),p43).

1- The occupation of the Palestinian lands and the compulsive decamping of its inhabitants and the continues interference and withdrawals of Israeli troops in the Palestinian lands and refugees camps . (Al- Bauomy,.A. K(n.d ,)p.61)

2- The Arab regions have witnessed the most sensitive wars and armed clashes and the instability of security status for long periods especially in Arab Golf region and what the Iraqi field witnessed due to recurrent wars . On the other hand , other wars domestic disturbance in Lebanon and the skirmish in the western Arab counties on some common regions and the Algerian security



disturbance , all these have its influence on children in that countries (Kuader I(2004) ,p. 20)

1-2 – Types of Child Labour

" Child labour " forms a series of different types .each one depends on the type of work assorted in it , its influence on child . The term " child labour " almost indicates to child unacceptable activity At the same time , it does not prevent to include useful activity that participates positively in child growth if it agree with child age and the level of his maturity , whether he receive wage or without any , since it teach him to obtain technical and artifice skills ,whether in the private sectors or agriculture , or industrial (The works should be un-dangerous), and carrying the responsibility ,and has no effects on his basic learning . Hence The Arab legalizations ,studies and international conferences have determined the forbidden works on child to practise . On the other hand , the international conventions have named some works that children must avoid ,event these works are classified as type one or two as follows :-

First : Dangerous or unhealthy industries :

this is concentrated in the unorganized modified manufactured sectors .The Arab legislator believed that it is important to determine the hazard of child labour in these works since they have psychological and healthy dangers even on child behaviour . The Arab counters were successful in this , so the legislations came in harmony with international and Arabic conventions.¹⁵

Second : The worst types of child labour :

Which are slavery , child trading , subjugation due to debts and so on of these types of recruiting and compulsory works in armed clashes , prostitution , adulterous art works (like picturing permissive and every forbidden activity like grass plantation and trading) .¹⁶

Third : Works That have child abuse cases thought apparently it looks legal or works that governments are incapable to find solutions to finish them like child labour in streets and home servants .

2- Child Labour Legality

- 1- Organization rules of work relationship have traits that gives relative independence from other law rules . Most of these rules at for labourer protection especially weak categories to achieve balance in work relationships .¹⁷With the failure of slogan (contracted freedom) during industry progress to achieve what we have mentioned before ,so most of Organization rules of work relationship were imperative rules individuals must not agree to do against them . Consequently , any violation means authorized behaviour .¹⁸As in scope of child labour , imperative Arab law rules approve providing specific terms we will discuss,(*Future without Child Labourer* ,(2000) , p.32).

2-1 The legal age to work (eligibility to sign work contract)



Many standards oblige not to let man to work in his early age because of the social risks like child mingles with adults or the child will not get enough education ,(Al-Abad,. A& Al-Yass ,Y.(1989) p.33) in addition to healthy and physical hazard(Abu-Shenab ,A .K.(1999) p.101) . In according to general principle rules man passes through three levels of legal performance . The last two performances are within the work contract .(Taha, G. H.,(1971) ,p.15).

2-1-1 The minimum age to work

- 1- In according to general principle rules and humanity considerations , labour legislations depend on limitation the minimum age to start working .¹⁹ it is illegal to make the child work and the contract between employer and child is abolished (Faraj, T. H.(1981) , p.641) . the range of the age of working will be higher in case the type of work is hard like working in mines ,quarry and sling , usually the decision is left to determine by the specialized ministry to issue organizing orders .

2-1-2 Exceptions

Exception from imperative rules that determine the minimum age of working , The Arab legislator put some exception that will permit child to work according to labour law application o give it a real role , putting into consideration the type of work and the purpose of this work . It represents in these cases :

First : Vocational training : Some types of works need to push child to learn the profession especially in vocation works that need skillful or machines ,²⁰ in early ages .²¹

Second : Child labour in light works is left to authority to determine work hours and the terms to employ that it should not be harmful to child 's health or will retard the regular going to school or vocational training(Zakhad ,A. A.(2004) ,p.13) .

Third : Domestic services workers means male or female who works in houses as servants to help their owners in daily tangible works²¹ . these works are called servants .²²

- 1- Fourth : Agricultural works : It took into consideration the economical and social circumstances in some Arab countries that depend on agriculture in its economy that depends on children in some light unharmed and un-dangerous works in agriculture ,²³ for example harvesting , seeds cleaning ,and picking up the worms from plants .(Mahmmod,. H. M.(1987) , p.168 ,and . Bedwy , A.B (1982) ,p.22).
- 2- Fifth : Who works with their families : The preceded rules do not include the employer's family²⁴ who depends on blood connection since it is the elevated one . In order not to be ruined by applying law to it because when the projects belong to the family the family's member will work spontaneously . On the other hand the employer will be generous with them ((Zaki. M. J. D.(1982) ,p.38) . It is conditioned the relationship must be directly with the possession and who work in the project his family only .²⁵

2-2 The approval to child labour



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It is demanded to make child labour to gain "legibility" through getting the approval from certain sections determine by law, but this condition is not enough if it lack a basic term which is the minimum age of child labour as limited by law. It will add also a monitoring and checking to accomplish that.

2-2-1- Parents or governor acceptance

Work contract is management one for both parts. It is a means to let the worker do and managing his efforts and it is also the employer managing his money²⁶. To give the contract it legibility, it demand getting the acceptance of the parent or the governor if the worker is juvenile in the work contract of its good or bad.²⁷ The work will stop until they get the license by gives him authority like this one (Shenab. M. L.(1966), p.115). Since projects became more complicated, huge and developed, we find that some Arab legislations are satisfied with availability of limited qualification of labour law to make the contract by themselves. It considered right and ready to implemented without extracting parents or governor consent,²⁹ justifying that the worker has passed the basic years for education because they knew the purpose of determining the minimum years for work³⁰ to those who are given the freedom in the legal modification with its simple shapes (Mansure S. T(1976-1977), p. 135)

2-2-2- Management monitoring and medical exam

This is part of the government interference to organize child labour and to restrict labour right which are healthy and the observation of responsible sectors to achieve society interest.³¹

First : Medical exam

It is a must that before hiring a small labour to work exam his physical ability to carry away the burden of work.³² Achieving in this a double targets which are the ability of the labourer with the type of work, and on the other hand put the labourer under the legal year of work.³³

Second : Management monitoring

Labour legislations are worthless if there is no observation form the authority to follow up the correct implementation of the rules when checking the employer and labourer commitment with limitations opposed by legislator to be sure of its validity.³⁴ From real observation shows that there are many breaches to the item of the minimum year of labour, even in the medical exam whether form the employer or the worker or his parents for the purpose to get materialistic benefits of work forgetting the timing, getting unhealed disease and social malady because of working in early ages. So, they give authority to the inspectors to visit work sites event out side work time,³⁵ to find any breaches and to know the problems of the workers especially the are juveniles and put periodical reports about the correct implementation of the labour law especially the rules and implementing displaying.⁵⁷

3-The legal Treatment of child labour

(Penalty of child employing)



- 1- In case of not availability the terms to employ child , as issued by Arab legislator ,especially the hiring of child under the minimum age of labour , then the employment will lose its legality , in this case the employer will encounter the rules of general law and the effect of law breaking, at the same time , with the basic of general law to protect the labourer (Al-Khalf. A.H, & Al-Shawi ,. S.(1982) p.425)

3-1 – Criminal part

The most important principle the criminal policy depends on in Arab labour rules in the field of child labour which the biggest effective means to implementation due to the long history of labour law.³⁶ In scrutinizing this rules we find the issuing of these points :

First : The legislator minstrels judge 's authority . So he can not judge to suspend executing the financial penalties which means that the judge has no authority to suspend the fine or to descend to the minimum level of penalty as legalized discretion. In opposed to this the penalty must be doubled .³⁷

Second : The penalties mentioned in labour law is the minimum level to be followed by the sever penalty as put in other laws .³⁸

Third : The legislator acts to intensify the penalty on the employers which is different to the general rules of criminal law . He permits numerates penalties for one action as much as the child labourers whom the breach has done .³⁸

3-1-1- Imprisonment

The sentenced will put in prison for a while , but it is less rigorous than those sentence with jell .³⁹ So these actions are considered opposed to legalized terms of employment as a misdemeanour⁴⁰ that the employer or the responsible manager usually is punished or both .⁴¹ It is well done by some Arab laws that they punish also the child's governor because he is involve in this breach or at least he has knowledge in .⁴²

3-1-2- The Fine

It is the penalty which decides that the sentenced must pay a sum of money to the side determine by law . This is either original for the committed misdemeanour , or optional original penalty instead of imprisonment , or accomplished penalty besides to the original one (imprisonment). Thus , the civil compensation is different ;The first one is (fine) it is a penalty to the sentenced for his illegal act, opposed to the second to redeem the damage . Mostly , the legislator assigns the side that the fine goes to for breaking the labour law that order to get the final benefits to the workers . As for the direct one which will be paid to social affairs to stimulate the labourers or indirect will go to the general budget .

3-2- civil penalty

It works when the signed contract is against the qualified rules to be (invalid contract) the consequence of general rules to have specific effects on both sides .

3-2-1 Labour contract termination



Absolute termination is the penalty of breaking the order to the qualified labourer as mentioned in the labour law . According to the general rules , the effect of the contract is invalid between the contractors and the others due to this , whether it will happen in the future or present or the past . This will bring the two sides to go back to the past situation which can be done if the two sides did not execute . Both of them can "terminate" it , specially who find his interest in withdrawal .

The problem starts when the two sides or one of them execute the contract like when the labourer implement the work and cannot be rewarded for his intellectual or physical or technical efforts . Or the labourer has done the work and received his wage and the wage can not be refund on the contrary , the employer accelerates paying the wage and the work has not done yet . The case , the wages can be refund because termination means that the both sides should go back to a past case .

3-2-2- The effect of implementation terminated the labour contract

- 1- As we have mentioned previously , the executed contract is nonexisted ,so there is no effect . Even though ,the terminated contract generates original effects not because it is materialistic real as in the side effects but after it . In spite the labourer deserves his fee as the agreement as if they agree to add what is followed . We do not agree with other legislator says that the labourer does not deserve his fee but a fair compensation which represents the basic rules of default responsibility , or according to justice interests, or following the rules of getting wealth without reasons . On these bases protection will not given to the labourer by offering him sum of money . The termination that followed labour contract do not prevent execution other law rules which demand organizing work timing ,deserve leaves and the rules of health and safety protection(Durand et Vitu: (1920) , p.343.)

3-3 – The verbal work relationship principle

The principle of "verbal work relationship" is disclosing labourer enjoyment to the project because of it .This reason will not affect the work relationship due to this enjoyment . Social laws application, like labour law and social insurance law , must be followed to protect the labourer of the work relation during executing terminated labour contract . The Iraqi legislator adopted this principle in organizing work relationship between labourer whose age is less than the minimum limit as issued in the labour law and employer . which means there is progress in treating this case of Arab laws . The outcome of adapting this principle the following results :-

- First : The labourer deserves his wages as agreement between employer and labourer however it reaches and whatever its contents .
- Second : Compensating the injured labourer during implementing the terminated labour contract away from the wrong corner of the employer . It is done depending on the principle of carry out the consequence . The compensation is a sum of money estimated by the court to be paid to the labourer or his inherents if he is dead as one payment .



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Third : The effect of terminating the verbal work : it is represented by the employer giving the labourer a certificate at the end of the work and giving him back the legal documents that the labourer had submitted . The Arab legislator believe that the labourer must be paid opposed to the clients who have not been paid until the end of the relation . The employer is also responsible for labourer's mistakes during executing the verbal work relation after them followed and being followed .

The Conclusion

With issuing that every man , without exception, has the right to work ,but we should take into consideration the idea to confine this right with age category . This can be achieved for the general benefits like society interest , special interest and precisely child interest . We find to direct the attention of Arab legislator to treat many important points in child labour which suffers form some retarded . And it is time to pass to another level more develop in order to achieve bigger protection for this weak minority . So , we suggest to take this humble suggestions :-

- First : Unifying the Arab laws in the principle of issuing " child rights " about working under the limited age depending on the idea that is adapted by Iraqi legislator in the current labour law, in the principle of verbal labour relation .
- Second : Giving the child labourer who is under the minimum age of working , as determine legally , with privilege " social security law " though the contract is illegal because he is jeopardizes to injury and death as legalized in security laws of complete medical care for injures and money charity.
- Third : Firming the penalties for the committed breaches about child labour through issuing the penalty of imprison and fine at the same time , and to extend the penalty go reach the parents and guardian as well as the employer .

Notes :-

- 2- " The term juvenile means personals who have not been eighteen years old yet " article (1/20) of Labour Law no. (37) year2015 Iraqi mandated . The same term was used in the laws of Gordon Bahrain and Lebanon) Arab Law Convention no. (18) year (1996) in the first article used the term juvenile as " juvenile means , under the implementation of this agreement , person who reaches thirteen years old and is not eighteen years old yet for both male and female ".
- 3- Article (98) of Egyptian Labour Law no. (12) year 2003 .
- 4- The International Organization was more successful in using the term (Child) of Child Rights Convention year 1990 ,the first section . International Law Origination has used the this term in Convention no. (198) year 1999 and its recommendation no. (190) about curfew any type of child labour as adapted in Round no. (87) of International Ladour conference held in 1999.
- 5- No evidence better than Great Allah in reference to Prophet Joseph story , Joseph Sura (Verse no. 19-20) of The Great Koran .
- 6- Thought slavery system was not concealed but reduce to work with it
- 7- Was Issued during The Othman Sultan reign (Abdul-Hammed) Al –Majla , 1293 it is considered a jump in the Islamic evolution as according to what the Sultan had brilliant ideas .



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- 8- (There was a competition between the Portages ,Dutch ,French , Russian and the last was the British)
- 9- Appendix Egyptian Society during French Occupation
- 10- (Children have suffered for along time in cotton mills in Egypt
- 11- These laws came very late form the European ones .
It is notice that many Arab counties is categorized as with heavy debts like (Yamane , Syria , Lebanon and Iraq) While the International Bank classified (Lebanon and Egypt) as moderate debts because the outer debts as great opportunity to minimize poverty and unemployment in these countries , The effect of Poverty and Unemployment on Development .
- 12- (In the 1950s there was a heavy immigration from countryside accompanied with agricultural reformation and peasants liberation from feudal regime in addition to other motivations like the possibility to find job , high wages and elevation in social ladder ... in the beginning the immigration was limited for the juveniles for men to find seasonal or annual work ...).
- 13- (Because of Gulf War ,Palestinian and Yamane works were forced to leave the Gulf because they were with Iraqi Government , The effect of Poverty and Unemployment on Development , p.6
- 14- Decree (74) Jordanian Labour Law No. (18) year 1996 , Article (51) Law No.23 year 1976 , Bahraini Article (15) Labour Law No. (90 -11)year 1990 , Algerian , Article (1/20) Labour Law No. (37) Year 2015 Iraqi (Article (100) Labour Law (12) Year 2003 Egyptian .
- 15- Article (10) Arab Labour Convention No.(18) year 1996, Item (3) International Convention No. (182) year 1999.
- 16- Articles (32,33,34,35,36) Child Right Convention year 1990 , and Convention No.(182)year 1999(Prevention the worst kinds of Child Labour) and recommendation no.(190) year 1999 associated with it . Many Arab Countries initiated to approve this specially Egypt thought has approved it .
And so, look at (8\1) of new Iraqi Labour Law Project submitted to International Labour Bureau (5-11) Iraqi Government , It is considered this articles for every child under 18 years old .
- 17- The performance capability of a child under age of seven in nothing ,and form seven till the age of eighteen is incomplete . So every behaviour whether good or bad and what is good to him is incomplete . When he reach the adulate age , his capability is perfect ,so he can do what ever he want even the bad ones .
- 18- Article (73) Labour Law no.(8)year 1996, Jordan ,Article (50)Law (23)year 1976 Bahrain , Article (15)Law no90 (11)year 1990 Algeria , Article (99)Labour Law (12)year 2003and Article (97)Labour Law (37)year 2015 Iraq by 15 year old .
- 19- It is well-known since ancient time as Apprentice group , till now every profession has its own norms to arrange his style and how to treat it.
- 20- Article (73) Labour Law no.(8)year 1996, and they called it Algerian labour law as profession contract article (15)law no.(90-11) year 1990 and Vocational Training leave in the early years Egyptian Labour Law no. (12) year 2003 in the article (99) .
- 21- Article (7/2,3) Labour Law project submitted by International Labour Bureau to Iraqi Government ,it looks incompetent in this exception because we think it can easily be Freud since there is a lot of dangerous gaps.
- 22- Article (3/G) no. (8)year 1996, Jordan ,Article (1/2)Law (23)year 1976 Bahrain , Article (2/4)Law no.(12)year 2003 Egypt .
- 23- Article (3/D) no. (8)year 1996, Jordan ,Article (2/5)Law (23)year 1976 Article (103)Law no.(12)year 2003 Egypt .
- 24- Article (3/4) no. (12)year 2003, Article (103) Law (37)year 2015 ,and Article (3/B) Law no. (8) year 1996 .



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- 25- It is believed that Iraqi Legislator limited the family media that can work under their supervision to (husband and brother) to male and female . While the Egyptian legislator imposed that the employer should verbally support the worker not legally if there is .
- 26- Article (76/G) no. (8)year 1996 Jordan , Article (42) Law (23)year 1987 Bahrain . While (the Iraqi legislator has no term for this) (Al-Abad)Adnan & (Al-Yass) Youssif , p.116 (Governor means father or grandfather (father's father) the governor is father or grandfather ,if there is non the court will assign one ...) (. Ghany)Hassoun Taha , p.160
- 27- Article (99) Labour Law no. (12)year 2003, Egypt
- 28- Article (76) no. (8)year 1996, Article (13)Law (11-90)year 1990 , Article (1/20)Law no.(37)year 2015 , Article 1,2 of ministry decree no.(14)issued in 6/Feb./1982 Egyptian ,Article (51) issued by Law (23) year 1976
- 29- The medical exam foe child represents a real and scientific translation for the theoretical principle of to protect the child because it reveal early any disease or deformity or unhealthy child due to child works in agricultural or industry ,or services.
- 30- (Articles (6,7,8) decree no.(28)year 1976 Bahraini about organizing inspection works .
- 31- Article (2) Law (3-90)year 1990 , about inspecting works Algeria and Article (129)Labour Law no.(37)year 2015 Iraqi , Article (160) law no.(12) Egypt .
- 32- (The employer or the manager of the institution is punished if he has any contravention of any decree of this judgment or any system or decision to get fine no less than hundred Dinnar and no more than five hundred Dinnar . It will be doubled when it happened again .This punishment can not be reduced under limitation for estimation reasons) . Article (77)Labour Law no.(8) year 1996 Jordanian .
See also Article (105) Iraqi Labour Law no.(37)2015.
- 33- Article (237)Labour Law no.(12)year2003 Egypt .
- 34- (He is punished with a financial fine between (1000) to (2000) Dinnar for employing every child labourer who did not reach the legal age for work ... in the case of contract imprison is possible between 15 days to two months excluding from the fine which can be rise to be doubled .
- 35- Article (105) Iraqi Labour Law no.(37)year2015
- 36- Look at the Lebanon labour law issued in 23/9/1946 mandate with decree no.9816 in 1968 Article (30)
- 37- (Each one is punished when breach the terms of 8th item about child labour , The issued decisions is punished with a fine no less than 50 Dinner and no more than 200 Dinner) decree no. (23) year 1986 .
- 38- Article (105) Labour law No.(37)year 2015
- 39- Article (181-2) civil Egyptian and Article (138) civil Iraqi
- 40- Cass. Civ. 28Jun.1887 D.1888.1-299
- 41- Cass & Avril ,1957.D58-227
- 42- (,It is noticed the comparative group goes to determine labour right the annual leaves and the obligation to give the labourer a certificate of his experience when the contract is terminated will not remove its effect (legal effect) that impose on the labourer not to jeopardize the employer's interest to damage especially the professional secret).



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