A Look at Legal Responsibilities and Child Labor Laws
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Roles and Responsibilities

- Legal Responsibilities
- Child Labor Laws

Source: National Archives and Records Administration
Family Medical Leave Act
Texas Family Code

LEGAL RESPONSIBILITIES
Family and Medical Leave Act

• Entitles eligible employees to take unpaid, job-protected leave
• Twelve workweeks of leave in a 12-month period
  • the birth of a child and to care for the newborn child within one year of birth
  • the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement
• to care for the employee’s spouse, child, or parent who has a serious health condition
Texas Family Code

Rights and Duties of a Parent (Sec. 151.001)

A parent has:

- (1) the right to have physical possession, to direct the moral and religious training, and to designate the residence of the child
- (2) the duty of care, control, protection, and reasonable discipline of the child
- (3) the duty to support the child, including providing the child with clothing, food, shelter, medical and dental care, and education
Child Labor Laws

Source: National Archives and Records Administration
WHAT IS CHILD LABOR?
CHILD LABOR

Definition
Hazardous Work
Lewis Hine
History of Child Labor
Fair Labor Standards Act
Texas Child Labor Law
Definition

• Violates minimum age laws
• Threatens children’s well-being
• Intolerable abuse
• Child slavery
• Child trafficking

• Debt bondage
• Forced labor
• Illicit activities
• Prevents children from going to school
• Uses children to undermine labor standards
Hazardous Work

Children labored in:

- Mines
- Factories and fields
- Wars
- Sold into prostitution

- Crippled and sickened children
- Robbed them of an education
- Trapped them from having a normal childhood

Source: National Archives and Records Administration
Lewis Hine

Lewis Hine: The child labour photos that shamed America
(click on link)
The History of Child Labor

The Fight to End Child Labor
(click on link)


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The Fair Labor Standards Act (FLSA)

- Basic minimum wage and overtime pay
- Restricts hours that children can work
- Restricts work conditions
Texas Child Labor Law

Texas Child Labor Laws
(click on link)
Questions?
References and Resources

Article:
• The Family and Medical Leave Act (FMLA): An Overview
  Congressional Research Service
  Gerald Mayer, Analyst in Labor Policy, September 28, 2012
  http://www.fas.org/sgp/crs/misc/R42758.pdf

Images:
• Microsoft Clip Art: Used with permission from Microsoft.
• National Archives and Records Administration
  Records of the Department of Commerce and Labor, Children's Bureau
  http://www.archives.gov/education/lessons/hine-photos/
• Portrait of Lewis Hine
  Lewis Hine: Opening the Eyes of America
  http://52454240.nhd.weebly.com/lewis-hine.html

Textbook:

Websites:
• Texas Constitution and Statutes
  Family Code
  http://www.statutes.legis.state.tx.us/Docs/FA/htm/FA.151.htm
• Texas Workforce Commission
  Texas Child Labor Law
  http://www.twc.state.tx.us/ui/lablaw/texas-child-labor-law.html
References and Resources

• United States Department of Labor
  The Family and Medical Leave Act (FMLA)
• United States Department of Labor
  Wage and Hour Division (WHD)
  Child Labor
  http://www.dol.gov/whd/childlabor.htm
• United State Department of Labor
  Wage and Hour Division (WHD)
  Minimum Wage Laws in the States
  http://www.dol.gov/whd/minwage/americ.htm
• YouthRules!
  Preparing the 21st Century Workforce
  http://www.youthrules.dol.gov/index.htm

Videos:
• Lewis Hine: The child labour photos that shamed America
  Lewis Hine is most famous for his photographs of the construction workers who helped build the Empire State Building in 1930.
  http://www.bbc.co.uk/news/magazine-17673213
• The Fight to End Child Labor
  Discover how unions put an end to child labor in factories during the early 1900’s, along with excessive hours and pay cuts.
  http://www.history.com/videos/the-fight-to-end-child-labor#the-fight-to-end-child-labor