

Child Labor is a Growing Problem

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John Ho spoke with *SHRM* about employers protecting younger workers and ways to help avoid legal issues when employing young people. "It's crucial for employers to examine identifying documents to ensure that the height, eye color, and hair color on the ID match the person being hired. It's an easy way to spot fraud," said John. He also suggests that employers use the federal E-Verify system to determine the eligibility and age of their workers, even though it's voluntary for most employers.

"Companies can have third parties oversee contractors' hiring practices. They can also have their own supervisors onsite when contractors are working to see if anything looks suspicious. Even though a company is generally not held responsible for a contractors' actions, most organizations would rather not be associated with child labor violations," he said.

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