

NO CHILD FOR SALE

World Vision

For Children. For Change. For Life.

child labour: **It's everyone's business**

MAKE A COMMITMENT. CHILDREN'S RIGHTS ARE PROTECTED WHEN ORGANIZATIONS ARE PROACTIVE, FULLY COMMITTING TO THE CAUSE.

10 STEPS YOUR COMPANY CAN TAKE TO PREVENT CHILD LABOUR IN ITS SUPPLY CHAINS:

STEP 1: RESPECT AND SUPPORT CHILD RIGHTS

Integrate child rights into human rights policies and codes of conduct to ensure you are actively preventing child labour. Ensure these policies and codes adhere to international and regional laws, conventions or protocols, and include a clause clearly stating that your organization prohibits all forms of child labour as outlined by International Labour Organization Conventions 138 and 182. Ensure child protection policies and practices are communicated widely within your organization and with all key stakeholders, and that training and resources are provided for implementation.

STEP 2: DEVELOP CLEAR SUPPLIER CONTRACTS THAT PROHIBIT CHILD LABOUR IN ALL FORMS

Ensure clauses include both direct suppliers and potential subcontractors. Make sure that where child

labour is discovered, a clear remediation policy is in place that is in the best interests of the child and does not simply send them away. Remediation policies should act to improve families' situations, so they will not feel pressured to send their children to work.

STEP 3: LEARN WHERE YOU ARE AT RISK

Look internally at policies, procedures, operations and practices. Map out your supply chain and identify where you may be most at risk of child labour occurring. Review World Vision's risk map to understand the prevalence of child labour at each step in the chain. Go to www.nochildforsale.ca/resources to learn.

STEP 4: PARTNER WITH LOCAL NGOs AND GOVERNMENT

Work with community-based groups and organizations that have experience and knowledge in creating safe environments for children. In collaboration, you can help to promote education and develop sustainable solutions to address the root causes of child labour.

89 PERCENT

BELIEVE CANADIAN COMPANIES COULD REDUCE CHILD LABOUR BY INVESTIGATING THEIR SUPPLY SOURCES*

*Ipsos Reid: The Ipsos Reid survey was conducted between March 4 and 9, 2015 on behalf of World Vision Canada. The results are based on a sample of n=1,007 Canadian adults in the general population and are accurate to within +/-3.5 percentage points, 19 times out of 20.

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STEP 5: PROMOTE DECENT WORK FOR OLDER YOUTH

Where local laws allow children that are 15-18 years to work, consult with child labourers, labour associations and other stakeholders to identify decent, age-appropriate work. Under no circumstances should children of any age be exposed to 3D labour, work that is dirty, dangerous or degrading.

STEP 6: PAY A LIVING WAGE TO YOUR EMPLOYEES

When parents earn enough to meet basic needs, families are not desperate to send their children to work to earn additional income.

STEP 7: MONITOR AND REPORT ON PROGRESS

Ensure that you and your suppliers are walking the talk of your policies and codes of conduct. Regularly track your performance by using appropriate measurement tools and communicate your progress and challenges through sustainability reports. Access the resources of third-party and independent auditors to ensure credibility.

STEP 8: SUPPORT SUPPLY CHAIN TRANSPARENCY

Make information on your supply chain activities publicly available, including efforts to monitor, address, and prevent child labour, so that consumers and investors have the information they need [to ensure they are not contributing to the problem].

STEP 9: PARTICIPATE IN MULTI-STAKEHOLDER INITIATIVES AND CAMPAIGNS

These actions will help combat child labour, promote education, and support skills training locally, nationally, regionally and globally. Encourage industry peers to raise working standards and proactively address child labour in their supply chains.

STEP 10: WORK WITH YOUR EMPLOYEES AND PARTNERS

Ensure your company has policies and practices that protect the right to collective bargaining and freedom of association. Companies need to treat trade unions as partners rather than adversaries.

WANT MORE INFORMATION?

These resources provide further details and international standards on child labour and how to address it:

1. Child Rights and Business Principles
2. SEDEX Child Labour Fact Sheet
3. Preventing Child Labour in Home Based Crafts Production—A ToolKit for Business
4. ILO Guide for Employers: Eliminating Child Labour Guide 2
5. International Programme on the Elimination of Child Labour (IPEC)
6. Stop Child Labour—Action Plan for Companies to Combat Child Labour
7. Ethical Trading Initiative: Child Labour
8. Fair Labor Association ToolKit for Companies
9. UN Convention on the Rights of the Child (Article 32)
10. UN Global Compact (Principle 5)
11. ILO Conventions 182 and 138
12. US Department of Labor: Reducing Child Labor and Forced Labor—A ToolKit for Responsible Business
13. US Department of Labor: Findings on the Worst Forms of Child Labor