

WHAT CAN BUSINESSES DO?

Children's rights can be protected if businesses and corporations make a solid commitment to not employ child labour and follow ethical policies and practices. Here are some steps that companies can take:

STEP 1 INTEGRATE CHILD RIGHTS IN POLICIES AND CODES



Companies must ensure that they develop policies clearly stating that their organisation prohibit all forms of child labour as outlined by International Labour Organisation Conventions 138 and 182 and incorporate the UN Guiding Principles into their strategies, policies and procedures. The policies and codes must be informed to all stakeholders involved and relevant training must be provided, along with putting child rights into practice.

STEP 2 WATCH SUPPLY CHAIN



Companies must maintain a supply register and must start knowing the suppliers more closely by visiting them. If the supplier has sub contracted the manufacturing of the product, the purchasing brand must ensure the sub-contractors follow ethical practices and are inspected from time to time. The businesses should also assess where their supply chain may be at risk of employing a child labour, and make remedial measures in case a child labour is found. A clear remediation policy must be formulated that may be in the best interest of the child.

STEP 3 WORKERS' RIGHTS AWARENESS



The workers must be aware of their labour rights and must receive fair wages, without involving any child labour. For this, the factories must be willing to work with their workers and train them about decent pay, ethical working conditions and other codes of conduct. If these are unsatisfactory, a worker must know how to file a complaint. Companies must provide freedom of association and work in positive collaboration with trade and workers' unions.

STEP 4 PARTNER WITH GOVERNMENT AND NGOS



Businesses must work with Government and community based groups and organisations that promote child rights. Expert guidance can be sought from them and can be incorporated in company code of conduct and policies that can help to promote education and develop sustainable solutions to address the root causes of child labour.

STEP 5 PAY DECENT LIVING WAGES TO EMPLOYEES



When parents and adults are paid a decent wage, the basic needs of the families are fulfilled and children are not forced to join work at a tender age.

STEP 6 MONITOR AND REPORT



Businesses must ensure that they and their suppliers follow the set codes of conduct and policies, and regularly track performance by using relevant measurement tools, and communicate progress and challenges through sustainability reports. To ensure credibility, resources of independent auditors must be accessed. Companies also must ensure that they don't forget to report the discrepancies found and report how they solved it.



GLOBAL MARCH
Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants

www.globalmarch.org

 /GlobalMarch

 @kNOwChildLabour

 /GlobalmarchOrg