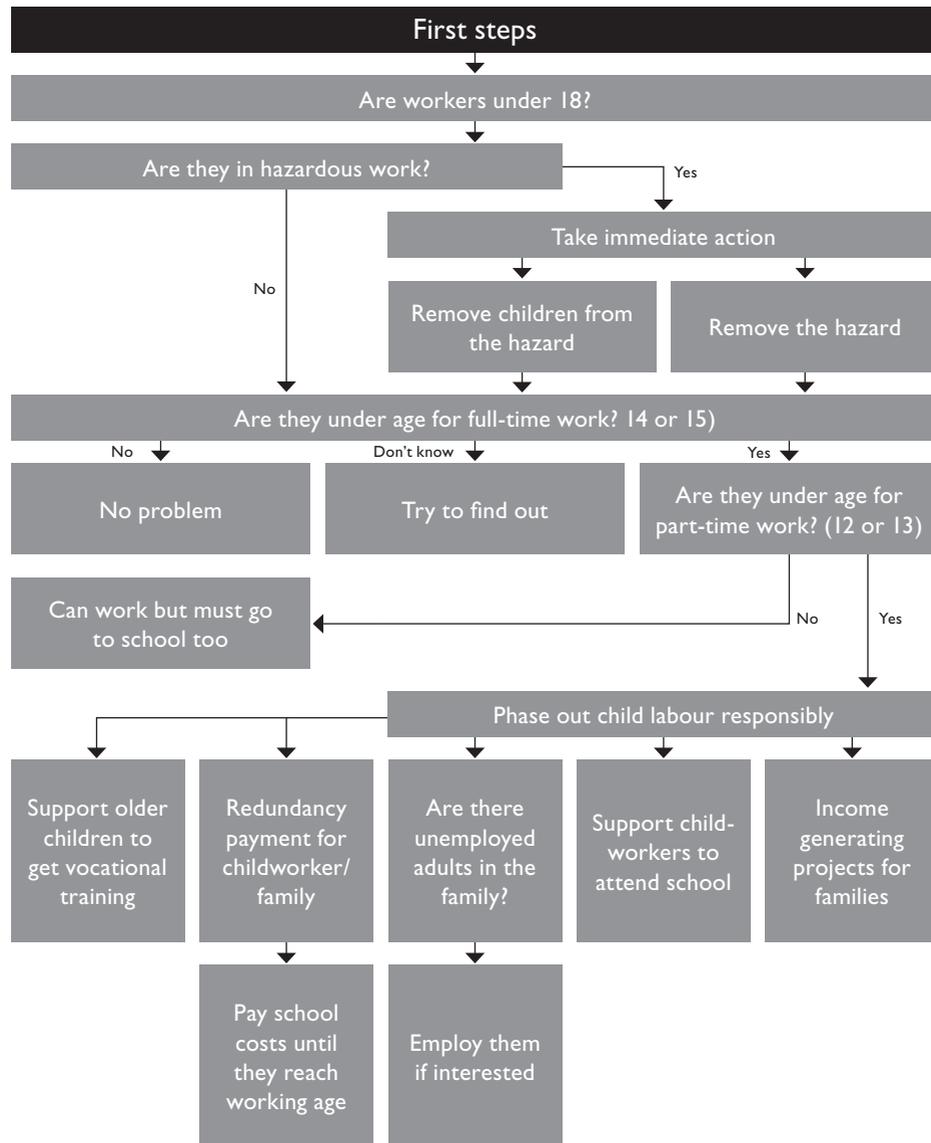


TOOL F Child labour decision tree



Taking action

Principles

- The best interest of the child are paramount
- Address child labour as part of wider approach to improve working conditions
- Aim for continuous improvement with a local focus
- Create partnerships and consult locally
- Tackle causes (ie, wages and education), not just symptoms (ie, children working)
- Share responsibility and costs across supply chain
- Allow some flexibility for smaller businesses (ie, longer time frames)
- Be transparent and accountable in reporting on progress

Company actions

- Consult with suppliers and stakeholders
- Develop policy
- Establish monitoring and implementation systems
- Train buyers and quality-assurance staff
- Form a joint plan of action and agree time frames
- Budget to fund child labour interventions
- Encourage and support suppliers to act responsibly
- Ensure that reporting of progress and problems is transparent
- Review progress and spread best practice

Understand extent and reasons for children working

Consult with community groups, NGOs, trade unions, academics, local government

Prevention and remediation

- Remove children from hazardous operations and provide with stipend
- Raise wages so jobs are performed by adults who can provide for families
- Develop long-term business relationships which provide job security
- Invest in local education and training, supporting government schools wherever possible
- Support community development initiatives, eg, women's income-generating groups, or groups providing support to orphans
- Support small business development
- Raise awareness with the community on child labour legislation and company policy

Monitoring and feedback

Community groups, local NGOs, trade unions, academics, local government

Supplier actions

- Assess and prioritise (survey if necessary)
- Work with other businesses
- Engage with NGOs, trade unions and the community
- Form a joint plan of action and agree time frames
- Budget to fund child labour interventions
- Ensure that reporting of progress and problem is transparent
- Review progress and spread best practice