



Global Compact
Network
Switzerland & Liechtenstein



Schweizerische Eidgenossenschaft
Confédération suisse
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Swiss Confederation

Federal Department of Economic Affairs,
Education and Research EAER
State Secretariat for Economic Affairs SECO

WEBINAR | JUNE 1, 2023 | 13:30

Webinar Series: Part 3

**Take action to cease,
prevent or mitigate child
labour risks and impacts**

WEBINAR SERIES
CHILD LABOUR DUE DILIGENCE

The Ten Principles of the UN Global Compact

Corporate sustainability starts with a company's value system. By incorporating the Ten Principles into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

Companies operate responsibly



HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.



LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

Companies contribute to progress

SUSTAINABLE DEVELOPMENT GOALS



Let's make Global Goals Local Business



Global Compact
Network
Switzerland & Liechtenstein

4-part webinar series



Understanding child labour risks and impacts in companies value chains



Develop a policy commitment & identify child labour risks and impacts



Take action to cease, prevent or mitigate child labour risks and impacts



Establish effective grievance mechanisms, remediate impacts & communicate

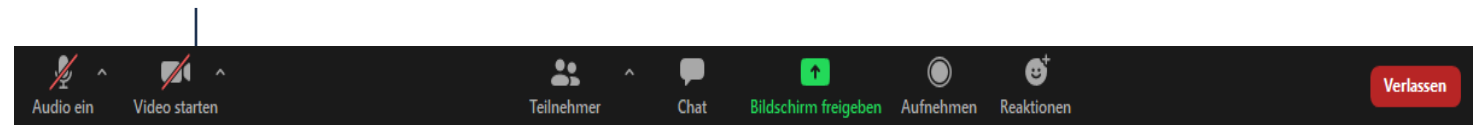
Agenda

- **ILO/IOE child labour guidance tool – practical steps for companies to take**
Regula Meng & Dominic Rietmann, senior consultants, focusright
- **Marshalls' approach to children's rights**
Elaine Mitchel-Hill, ESG & Human Rights Director, Marshalls
- **How to mitigate risks for Child Labour? Good practice examples**
Ines Kaempfer, CEO, The Centre for Child Rights and Business
- **Panel discussion on the opportunities and limits of multi-stakeholder initiatives to address child labour**
Lucia Soleti, Chief of Child Protection at UNICEF in Ghana
Claes Hamilton, Sr. Thematic Advisor, Child Rights and Business Global Hub, Save the Children

Webinar: Housekeeping

- The session is recorded.
- Slides & recording will be made available by the UN Global Compact Network Switzerland & Liechtenstein after the webinar.
- Please write your questions in the chat.

*Activate the video before
you make an intervention.*



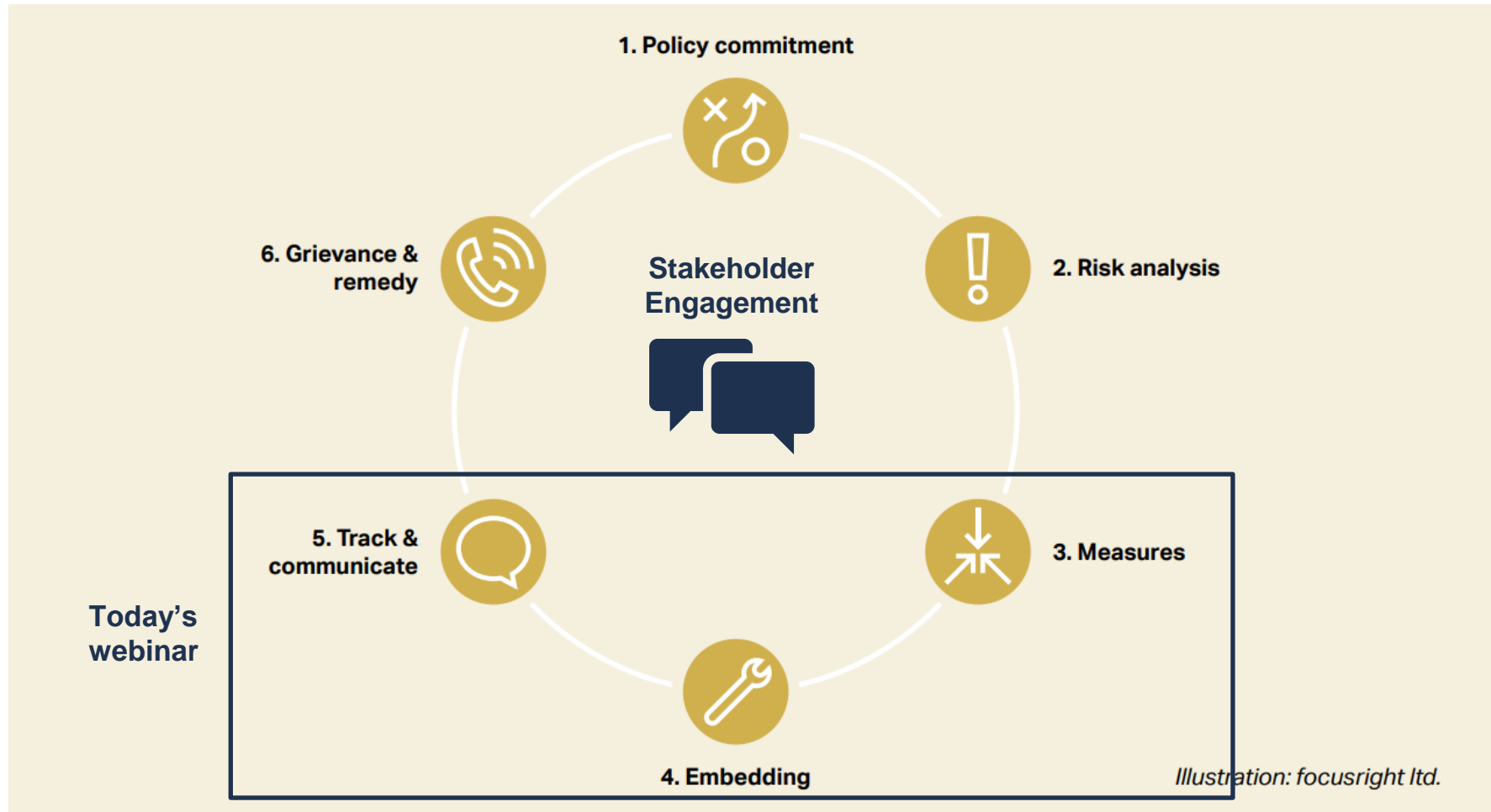
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*Make sure you are muted during the
webinar. Unmute yourself if you wish
to speak.*

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*Use the chat function to
type in your questions or
make a comment.*

ILO/IOE Child Labour Guidance tool – How to prevent, cease or mitigate child labour risks & impacts

Regula Meng & Dominic Rietmann | focusright

A child labour perspective on the 6 core elements of human rights due diligence (HRDD)



Recap Webinar 2

- Child labour policy commitment is adopted
- Company has identified how it may be involved with child labour impacts along its value chain
- Where necessary, most severe impacts are prioritised for action



Input Swiss Retail Ltd.*



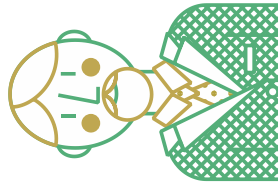
Company profile

Name of the company:	Swiss Retail Ltd.*
No. of employees in CH:	8'500
No. of employees outside CH:	480
Sector:	Retail
Location Headquarters:	Switzerland

Company description

- Sales of food, personal care, textiles and electronics – with a total of approx. 12'000 products
- Sales of own brands and international brands
- Own brands (textiles and food): production in own factories in Switzerland and Germany as well as in factories of suppliers (e.g. textiles, mainly in Bangladesh, Pakistan, China)

*fictive company example



1. Integrate and take action on child labour impacts (1/3)

Role of government

- Root causes of child labour are often found in **gaps of public governance** (e.g. quality education, enforcement of child labour laws etc.)
- **Companies cannot replace governments** in fulfilling these essential State duties

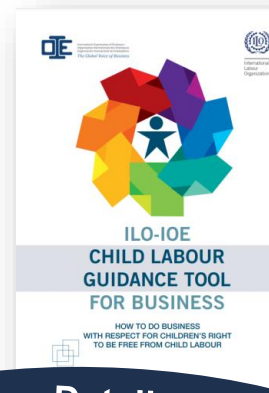
Role of companies

- **engagement and collaboration with governments is key** to company efforts to take action on child labour

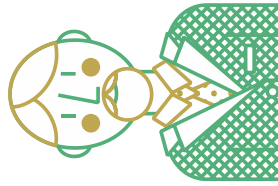
= UN Guiding Principle No. 19

What is expected of companies?

- Put effective prevention and mitigation measures in place to address child labour risks and impacts
- Use company's leverage to address impacts along the value chain

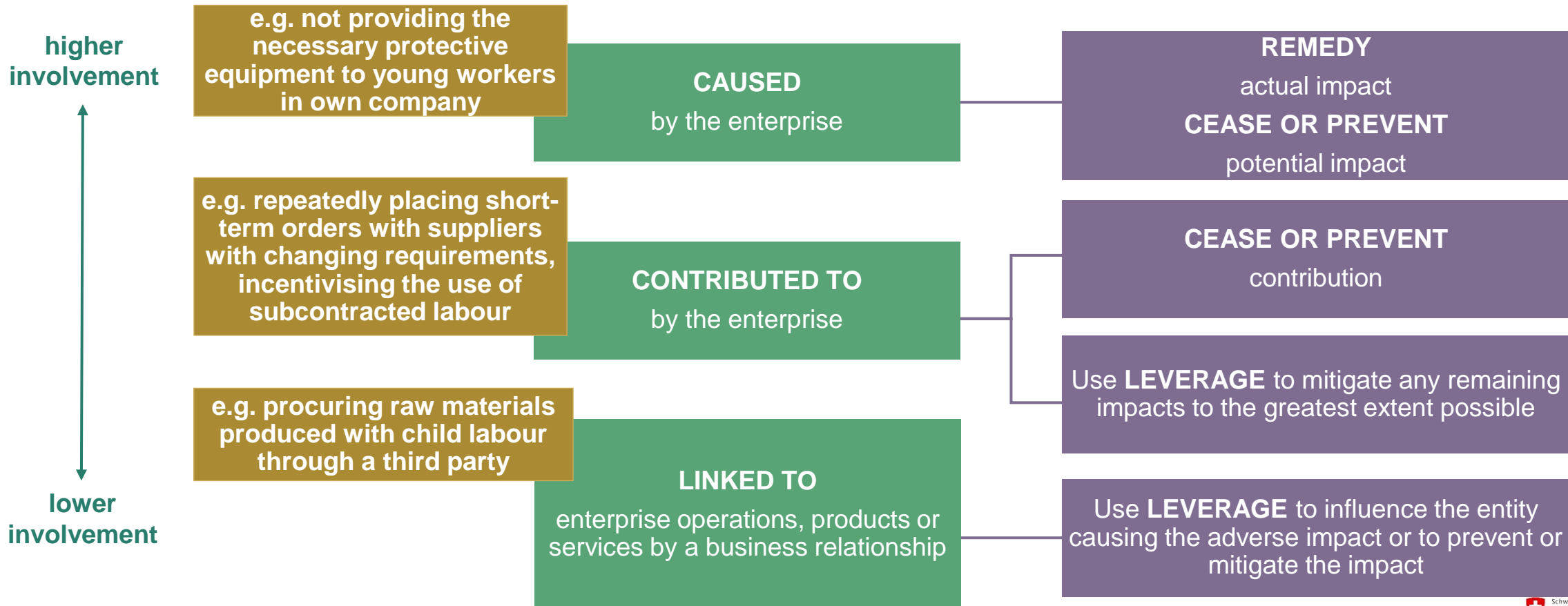


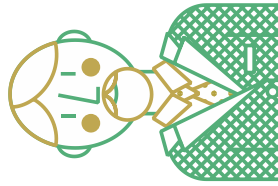
Detailed requirements in section C.3 of the Guide



1. Integrate and take action on child labour impacts (2/3)

The nature of the company's **involvement with an impact** (cause, contribution or linkage) determines the **most appropriate action** to take.





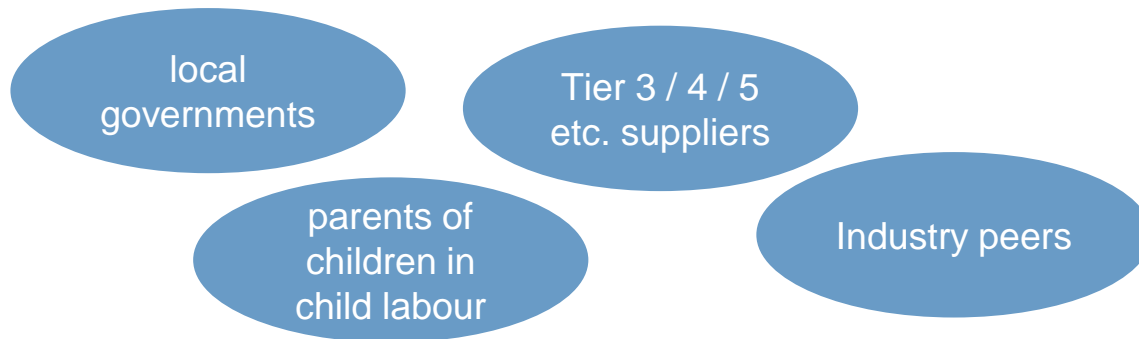
1. Integrate and take action on child labour impacts (3/3)

Leverage

the company's ability to affect **change in the behaviour of a third party that:**

- is causing or contributing to child labour, or
- needs to be part of the solution in order to prevent the impacts from continuing or occurring

1) "Whose behaviour needs to be influenced?"



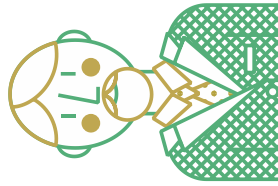
2) "How can my company influence their behaviour?"



Examples of methods:

- Exposure to information
- Engage home country's diplomatic leverage
- Engagement and offers of support
- Use convening power to raise issues
- Shared industry standards

Source: https://shiftproject.org/wp-content/uploads/2013/11/Shift_leverageUNGPs_2013.pdf

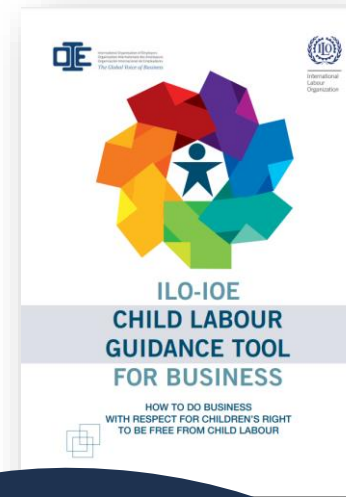


2. Track performance on child labour (1/2)

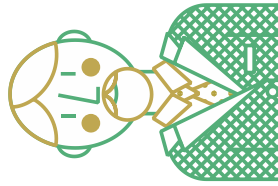
= UN Guiding Principles No. 20

What is expected of companies?

- Review whether the company's efforts to prevent and address child labour impacts are effective over time
- Strengthen company's preventive efforts and ensure that the provided remedy is effective
- Gather the necessary information to be able to communicate with stakeholders



Detailed requirements in section C.4 of the Guide



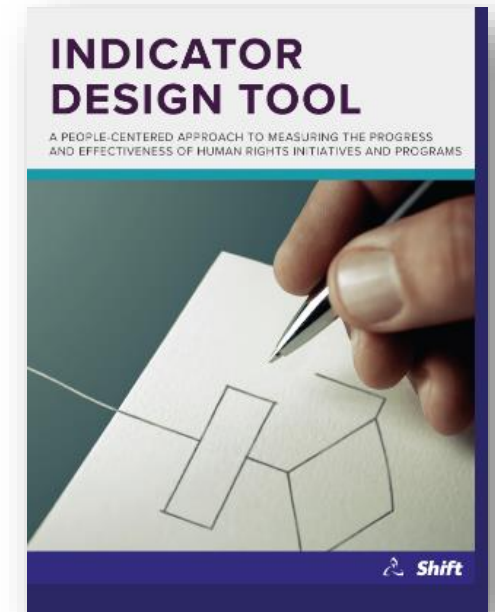
2. Track performance on child labour (2/2)

Systems for tracking company responses:

- Internal audits / supplier audits
- OHS monitoring systems
- Engagement with trade unions
- Engagement with local communities / civil society
- Employee surveys
- Operational-level grievance mechanisms
- Etc.

General requirements

- Use appropriate quantitative and qualitative indicators
- Gather internal & external feedback
- Drive continuous improvement



<https://shiftproject.org/resource/indicator-design/indicator-design-tool/>

THANK YOU!

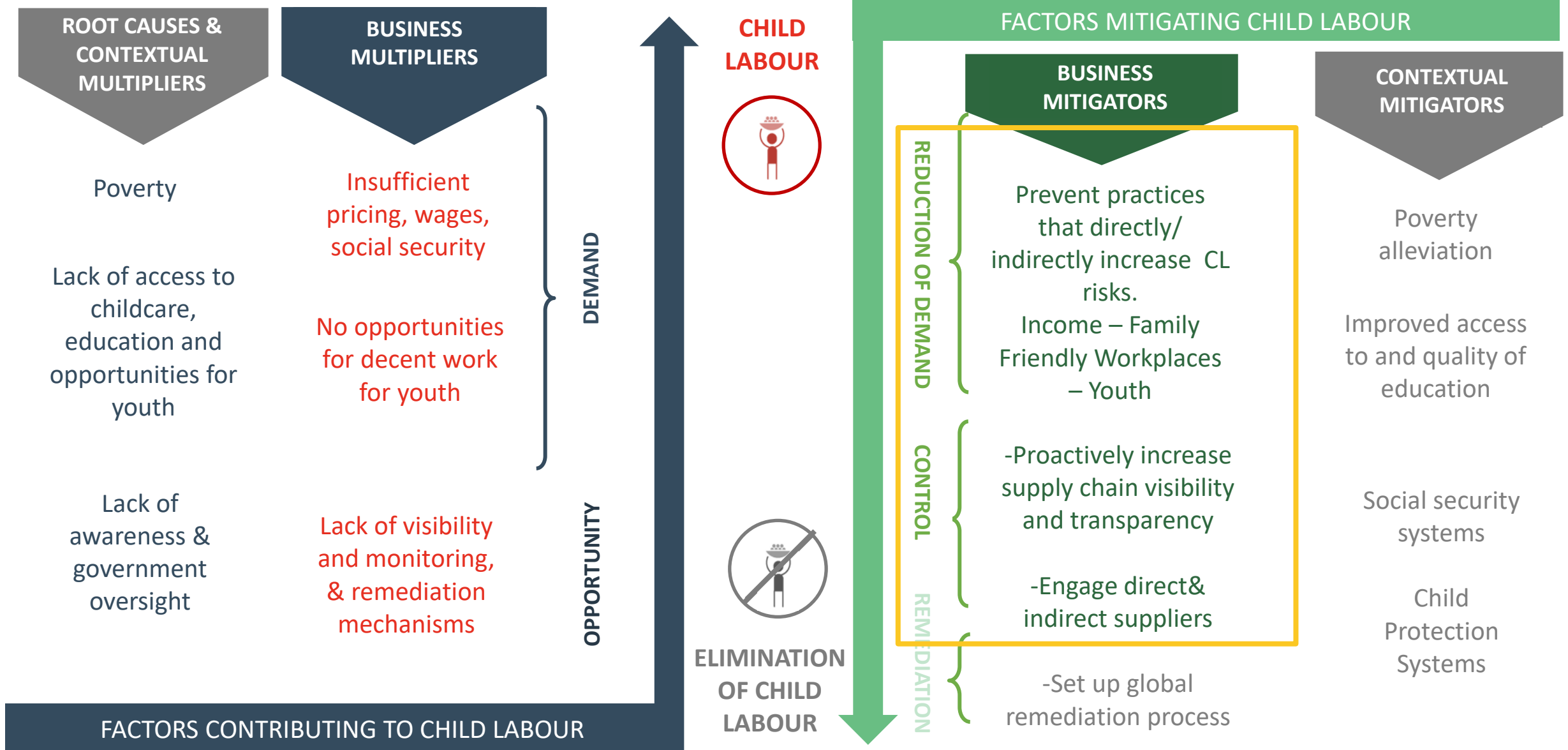
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How to mitigate risks for child labour?

Ines Kaempfer | The Centre for Child Rights and Business

HOW CAN BUSINESS CAN TACKLE CHILD LABOUR - OUR THEORY OF CHANGE



MITIGATING RISK OF OF CHILD LABOUR

SOME REAL LIFE EXAMPLES WHAT CAN WE DO TO TACKLE CHILD LABOU

1

Understanding and adjusting pricing & wages.

2

Create family friendly workplaces

3

Invest in Young Worker Development

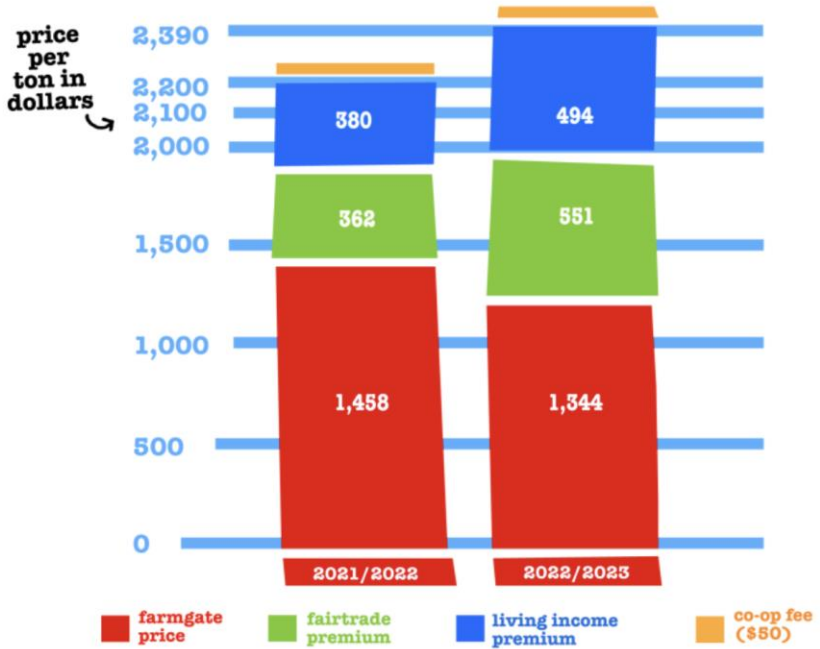
4

More visibility through bottom-up communications structures.

UNDERSTANDING AND ADJUSTING PRICING & WAGES

Example of Tony's Choclonely paying living income premium (others like Aldi and Ben & Jerry's have joined this initiative)

COCOA PRICE DATA 2022/2023 CÔTE D'IVOIRE



FAMILY FRIENDLY WORKPLACES

Factory & tent-based
Child Friendly Spaces to
support migrant
workers and their
children. The Centre
engaged with over 450
producers to become
more family friendly
workplaces.



YOUNG WORKER DEVELOPMENT

With the support from IKEA, suppliers in Vietnam offer decent work opportunities for now over 250 out-of-school youth 15-18

- Securing safe & non-hazardous job
- Strengthening soft skills.
- Building a dynamic, engaged workforce.



VISIBILITY THROUGH BOTTOM-UP COMMUNICATION

Invest in developing community facilitators, human and child rights focal points who will be your ears and voices on the ground.



HOW YOU CAN GET STARTED

MITIGATING CHILD LABOUR RISKS IN YOUR SUPPLY CHAINS



ESTABLISH A COMPREHENSIVE CHILD LABOUR POLICY

Applies to all business, direct & indirect suppliers and defines business what you do in case of CL.



KNOW WHERE YOU ARE SOURCING FROM & BE INFORMED ON THE CONTEXTUAL RISK

Define your priorities based on the risks.



DIG DEEPER WHERE RISKS ARE HIGHTENED

Ensure monitoring/assessment programmes are adapted to supply chain risks and structures.



UNDERSTAND THE IMPACT OF YOUR BUSINESS

e.g. Assess pricing, wages, sourcing schedules.

ACT: ONCE YOU HAVE COMPLETED THESE STEPS, YOU CAN THEN ENGAGE IN A PRAGMATIC MANNER & CREATE AN ATMOSPHERE OF TRANSPARENCY.



THANK YOU!

THE CENTRE
FOR CHILD RIGHTS AND BUSINESS



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WEBINAR SERIES

CHILD LABOUR DUE DILIGENCE

May 11 | May 25 | June 1 | June 22