

WEBINAR



ACCELERATING THE PACE OF CHANGE

Pushing forward to strengthen child labour prevention and remediation at scale

June 11, 2024

THE CENTRE
FOR CHILD RIGHTS AND BUSINESS



AGENDA

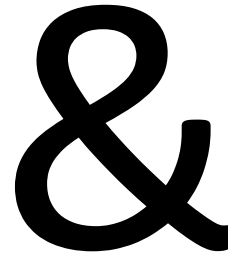
5 mins	Welcome
10 mins	Snapshot of evolving child labour risks and trends in the context of human rights due diligence regulations <i>Mark Robertson, Senior Vice President, The Centre for Child Rights and Business</i>
25 mins	Panel discussion: how can we accelerate child labour prevention and remediation at scale? <div>SPEAKERS Ines Kaempfer, CEO, The Centre for Child Rights and Business Leanne Melnyk, Head of Impact & Partnerships, Quizrr Joanna Sylwester, Head of Global Engagement & Partnerships – Social Responsibility, Amazon Satte Tsao, Head of Vendor Compliance, Li & Fung</div>
5 mins	Introducing the new child labour prevention and remediation digital training <i>Leanne Melnyk, Head of Impact & Partnerships, Quizrr</i>
10 mins	Q&A
5 mins	Closing remarks

ABOUT US AND OUR COLLABORATION

THE CENTRE AND QUIZRR



A social enterprise that supports companies to understand, identify and address their impact on child rights, while driving human rights due diligence in global supply chains.



Swedish EdTech company that offers **innovative training solutions** backed with real time data to advance corporate responsibility and capacity building in global supply chains



SNAPSHOT OF EVOLVING CHILD LABOUR RISKS AND TRENDS

Mark Robertson, Senior Vice President, The Centre for Child Rights and Business

POVERTY

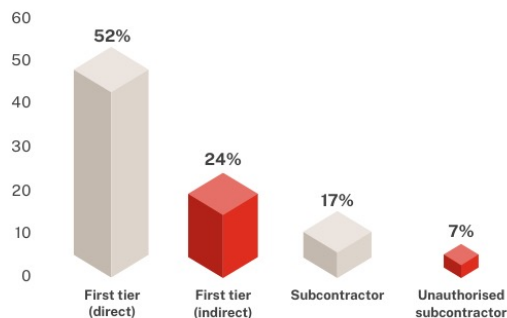
is the number one reason for children to go into child labour, cited by more than half of the children



70%

are girls who are often pulled out of school to work, denied education, or forced into early marriages, to contribute to their family's income

76% of child labour cases are found in first-tier factories



While child labour is more common in the lower tiers, this result shows that the majority of companies have little visibility in lower tiers

LOCATIONS OF OUR CHILD LABOUR PREVENTION AND REMEDIATION SERVICES*



REMEDIATION IMPACT

92%

of those enrolled into education and/or skill-building opportunities through their remediation programmes have successfully completed the course

53%

of the factories have accepted training to strengthen their child labour prevention and remediation systems



44%

of the cases were introduced to work by their relatives

45%

of the cases are young workers found in hazardous working conditions

71%

of cases found through audits were unannounced audits, with more than half within first-tier indirect suppliers

44%

had used fake IDs during recruitment, signalling a need for more robust age verification mechanisms

78%

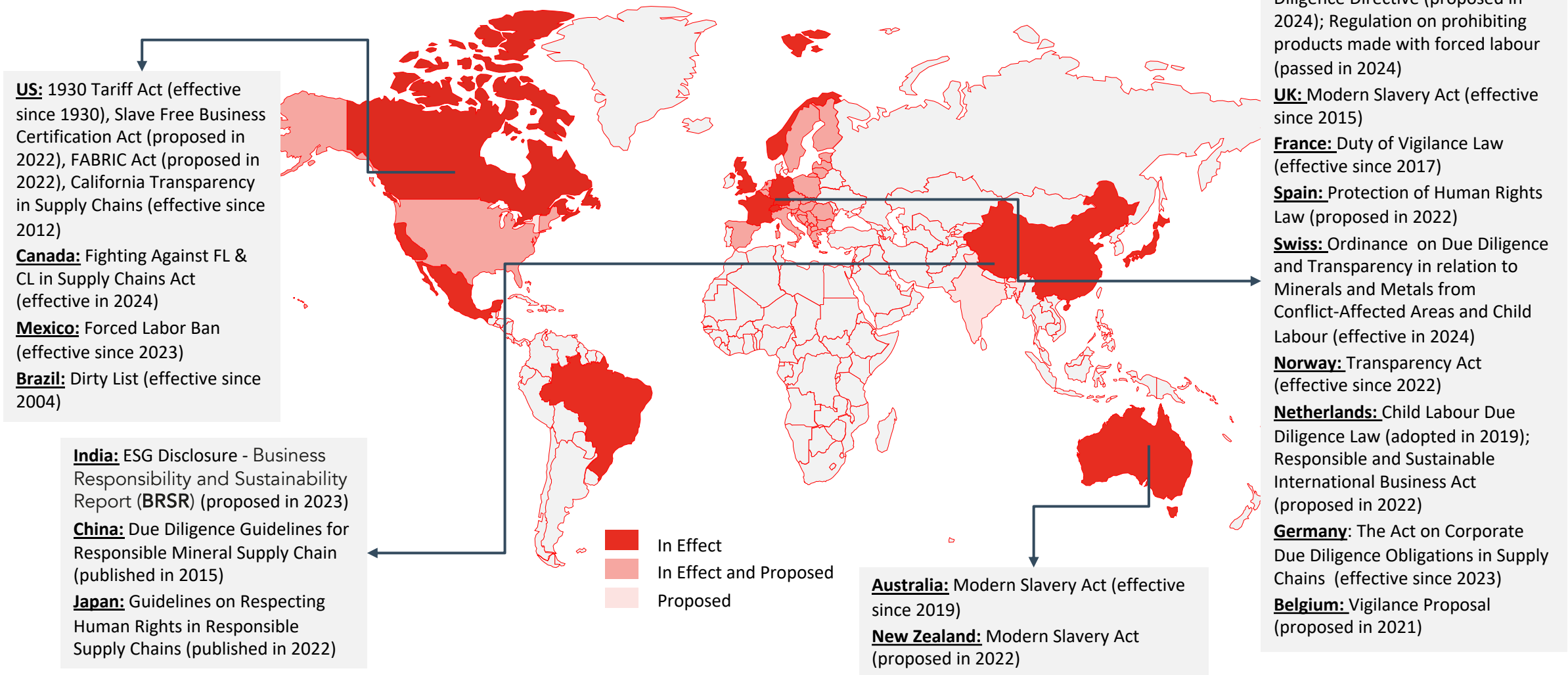
of cases were found in smaller factories



*Locations: Bangladesh, Cambodia, China, Democratic Republic of Congo, Egypt, India, Indonesia, Myanmar, Türkiye, Vietnam, and the United States.

SUPPLY CHAIN DUE DILIGENCE LEGISLATION MAP

GLOBAL CONTEXT ON SUPPLY CHAIN DUE DILIGENCE



PANEL DISCUSSION

HOW CAN WE ACCELERATE CHILD LABOUR PREVENTION AND REMEDIATION AT SCALE?



Ines Kaempfer

CEO
The Centre for Child
Rights and Business



Leanne Melnyk

Head of Impact &
Partnerships
Quizrr



Joanna Sylwester

Head of Global
Engagement &
Partnerships – Social
Responsibility
Amazon



Satte Tsao

Head of Vendor
Compliance
Li & Fung



THE CENTRE
FOR CHILD RIGHTS AND BUSINESS

Child Labor Prevention and Remediation

Training Roll out and Webinar June 11th

Child Labor Prevention and Remediation



Four Modules

Understanding Children's Rights and Child Labor

- Defining child rights, child labor and the worst forms of child labor
- Child labor in local law and examples of hazardous work

Child Labor Prevention

- Age requirements in policies and job announcements
- Best practice in recruitment
- Age verification methods
- Young workers' right to work

Remediation of Underage Workers

- Remediation procedures
- Steps to ensure the child's immediate safety
- Steps to provide ongoing support to ensure the child's wellbeing
- Choice to return to the workplace once of working age

Remediation of hazardous work and children in the workplace

Young workers engaged in hazardous work:

- Steps to ensure the child's immediate safety
- Steps to prevent reoccurrence

Children present in the workplace, but not working:

- Steps to ensure the child's immediate safety
- Provision of day-care or a child-friendly space

Learnings from the Test Roll Out Suppliers in Bangladesh

Testing



3 Apparel Facilities



45 Trainees
29% female
71% male



218 Modules

Time Efficient

"The virtual format was much easier to organize and complete compared to traditional classroom trainings"

Insights

"The dashboard provided insights into my performance and areas of improvement"

Interactive

"If I answered incorrectly, I received immediate feedback."

I really liked the entire process"

Learning 1:

Most facilities are reluctant to hire workers who are above the legal working age but under 18. Education can change this.

Examples

- In Bangladesh the rules around child labor can be confusing, particularly when it comes to the hiring of workers who are above the legal working age but under 18.
- All three facilities learned from the training how to create decent work opportunities for young workers.
- In Bangladesh, youth make up 36.7 percent of the total labor force.

“

Generally, we do not hire those below age 18 as we know child labor is prohibited.

We learned from the training that young workers can be employed by ensuring their rights, such as ensuring for their education and working hours and terms.

- Supplier B

”

Learning 2: Suppliers learned about the importance of the recruitment process to child labor prevention

Examples

- Suppliers liked the practical examples provided around the interview process, including how to verify age and handle documents.
- Suppliers plan to extend the training to everyone involved in the recruitment process, such as HR, Admin, Compliance and all mid-level management to ensure a proper recruiting process.

“

I gained a clear understanding of HR's immediate responsibilities if child labor is ever discovered in factory.

The recruitment process has become much clearer, such as the importance of returning the original copies of applicants' documents after verification.

”

- Supplier A

DEMO

Try the Training



Q&A

10 MINUTES

UNIT 5

What are the shirts made of?

What are these things usually made of? Match them with the materials. More than one answer is possible.

Things	Materials
1. chopsticks	a. wood
2. window	b. gold
3. coin	c. silver
4. stamp	d. paper
5. fork	e. silk
6. blouse	f. glass



Listen and match the products with what they are made of and where they were made.

Things	Made of	Made in
shirts	cotton	Korea
chopsticks	silver	Thailand
ring	steel	America

Practice the conversation in 1a. Then make conversations using the information in 1b.

A: This ring looks nice. Is it made of silver?
B: Yes, and it was made in Thailand.

over a long period of time 长时间
who built it? 不知道谁建的
How was it built? 不知道它是如何建的
tried to 努力做 sth (但没成功)
hard-working adj 勤奋的 Planners 设计师
在系列课程时, 肯定句用 and, 否定句用 or
be similar to 与...相似

UNIT 9

prefer V 更喜欢 prefer to do
prefer doing to doing 喜欢做前面这件事不喜欢做后面这件事
prefer to do rather than do 宁愿而不愿
spare = free 空闲的 be free = be spare
have spare / free time = be spare / free
A: Are you free / spare B: Yes. What's up?
spare time 抽空; 空闲时间 depend on 依靠
want to do sth and do sth 'and' 连接两个动词不定式
World War II. 第二次世界大战
down = sad 悲哀 Plenty = lots of = a lot of
once in a while 一般现在时的时间状语



THANK YOU

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