



Disclaimer:

This product was developed using [The Centre for Child Rights and Business](#) (The Centre) Child Labor Framework for the United States, as well as their [Child Labor Remediation Due Diligence Principles](#).

A full version of this document is available exclusively to [AIM-Progress](#) members.

Detailed guidance on managing and dealing with US child labor risks developed with [Verité](#) can be found [here](#).

For further information, please contact info@aim-progress.com

Background

This document is a summary of a more comprehensive document developed for AIM-Progress in 2025 as part of our work to tackle potential risks of child and forced labour in US manufacturing.

It was developed together with a child labour stakeholder engagement mapping document available to members.

The overarching objectives of our work are to:

- **Raise awareness** of child and forced labour amongst US manufacturing sector and service providers
- **Strengthen the sector's management systems** for identifying, addressing and remediating cases
- **Support procurement teams** to better identify suppliers and service providers capability in this space and support continuous improvement
- **Create a blueprint to replicate effective remediation** for future cases of child labour and avoid non-repetition.

CONTEXT & PURPOSE

- **Rising concern in the US:** Cases of child labor have surged, especially involving unaccompanied migrant minors and high school students in hazardous or excessive work
- **Challenge:** Few companies have established remediation protocols; many lack clarity on responsibility for remediation and connections with state and civil society organizations who can support them
- **Purpose of the Framework:** Provide a practical, rights-based roadmap for business-funded remediation in the United States, adapted from global best practices

GUIDING PRINCIPLES

- **Child rights come first:** Always prioritised over commercial interests
- **Tailored responses:** Each case assessed individually based on age, type of work, and legal status
- **Independent expertise:** Remediation must involve child rights specialists
- **Access to remedy:** Companies must ensure proper support (education, health, legal aid)
- **Leverage existing structures:** Build on functioning government systems where possible

ROLES AND RESPONSIBILITIES AMONG STAKEHOLDERS

Business Partner

- ✓ Detects and reports suspected child labor cases
- ✓ Approves and funds remediation plan

Coordinating Organization

- ✓ Develops remediation plan
- ✓ Engages local partners
- ✓ Oversees implementation

Local Partner

- ✓ Conducts on-site assessment and fact-finding
- ✓ Provides case management and support (school enrolment, stipends, legal aid, monitoring)
- ✓ Monitors success of support

THE REMEDIATION PROCESS



Notification – Report suspected case with key details (child, work type, legal status).



Rapid Assessment (within 72 hrs) – On-site evaluation of child's situation and risks.



Immediate Actions – Remove child from illegal or hazardous work, ensure safe space, provide emergency support if needed.



Case Categorization – Distinguish under-age children vs. young workers in hazardous work.



Remediation Plan

- *Under-age children:* living stipends, schooling, long-term monitoring until minimum age.
- *Young workers:* relocation to safe jobs, vocational training, health checks, wage protection.



Monitoring & Closure – Regular follow-up with child, family, and schools; prevent re-entry into hazardous work; final closure report.

WHO TO CONTACT WHEN YOU DISCOVER A CASE OF CHILD LABOR

Organisations who can help

If you discover a case of child labour, you could start by [dialling 211](#) to find state-based organisations who can help. You may wish to contact one of the following organisations:

- [Boys & Girls Clubs of America](#)
- [Centre for Child Rights and Business](#)
- [East Coast Migrant Head Start \(agriculture\)](#)
- [Immigrant Connection](#)
- [Kids in Need of Defense](#)
- [Migrant Legal Action Programme](#)
- [National Safe Place](#)
- [Polaris/ National Human Trafficking hotline](#)
- [United Way](#)
- [Verite](#)
- [YMCA](#) & [YWCA](#)

Useful resources

Below is a non-exhaustive list of resources which may help businesses who discover a case of child labour:

- [Impactt – guidance on remediation of child labor in operational contexts](#)
- [Verite – responding to child labour training & remediation guidance](#)
- [Child Labour in the US: A Call for Corporate Responsibility](#)
- [The Centre for Child Rights and Business Due Diligence Principles for Child Labour Remediation](#)
- [UNICEF USA – resources to address child labor in the US](#)



SHARE YOUR FEEDBACK ON THIS RESOURCE...

aim-progress.com



info@aim-progress.com



[Linkedin / AIM-Progress](#)

