



## SEAL INITIATIVE\_GLOSSARY FOR CAPACITY SELF ASSESSMENT FORM

<p><b>Access to education</b></p>	<p>Article 28 of UNCRC (a) Make primary education compulsory and available free to all; (b) Encourage the development of different forms of secondary education, including general and vocational education, make them available and accessible to every child, and take appropriate measures such as the introduction of free education and offering financial assistance in case of need; (c) Make higher education accessible to all on the basis of capacity by every appropriate means; (d) Make educational and vocational information and guidance available and accessible to all children; (e) Take measures to encourage regular attendance at schools and the reduction of drop-out rates.</p>
<p><b>Child exploitation</b></p>	<p>The act of using a child for profit, labor, sexual gratification, or some other personal or financial advantage.</p>
<p><b>Child labour remediation</b></p>	<p>To stop child labour and mitigate the impact of child labour as well as prevent its recurrence by addressing its root causes.</p>
<p><b>Child labour</b></p>	<p>Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work.</p>
<p><b>Child participation</b></p>	<p>Processes that encourage and enable children to articulate and convey their views on issues that affect them. It also involves information sharing and dialogue between children and adults based on mutual respect in an environment that facilitates freedom of expression. Such processes must be authentic, inclusive and meaningful and should take into account the evolving capacities of children and enable them to learn constructive ways to influence the world around them. There should be a commitment to consider children’s opinions – including girls and boys, the most marginalized, the vulnerable, and those of different ages and abilities. Their views should be respected, heard and taken into account in all decisions and actions affecting them. Participation should not be tokenistic and should not exploit children.</p>
<p><b>Child protection</b></p>	<p>Measures and structures to prevent and respond to abuse, neglect, exploitation and violence affecting children. Child protection means keeping children safe from harm. Harm includes violence, abuse, exploitation and neglect.</p>



<b>Child Rights and Business Principles</b>	CRBP call on businesses everywhere to respect and support children’s rights throughout their activities and business relationships, including in the workplace, the marketplace, the community and the environment. The principles identify a comprehensive range of actions that all business should take to prevent and address any adverse impact on children’s human rights, as well as measures all business is encouraged to take to help advance children’s rights.
<b>Child rights</b>	Children’s rights are human rights specifically adapted to the child because they take into account their fragility, specificities and age-appropriate needs. Countries have recognized and committed to protect child rights through the ratification of the UN Convention on the Rights of the Child.
<b>Child safeguarding</b>	Protecting all children from the risk of or actual abuse or harm that may occur in the course of business operations, committing to making the business entity safe for all children. This includes, everyone affiliated with the business entity such as the supply chain, vendors, and any party with a contractual agreement with the business or those who represent it in any way. It also means promptly enquiring into any concern and taking appropriate disciplinary action as well as any other action to prevent recurrence.
<b>Child</b>	Every human being below the age of 18 years.
<b>Children’s development</b>	The process through which human beings typically grow and mature from infancy through adulthood. The different aspects of growth and development that are measured include physical growth, cognitive growth, and social growth.
<b>Community child protection mechanisms</b>	A network or group of individuals at community level who work in a coordinated way toward child protection goals. Communities are the most effective and natural social units to prevent violence and provide protection to the child are the family and community. The community has a collective responsibility to ensure that children of that particular community are protected from violence, to prevent all forms of harm, abuse and neglect and to actively ensure that children are able to live in a safe and protective environment within the community.
<b>CRFP</b>	Child Rights Focal Point – Staff members appointed by companies to support the coordination and implementation of company policies relating to child rights, and report child rights violations to the company management.
<b>Decent living standards</b>	The capability of living a healthy life, guaranteeing physical and social mobility, communicating and participating in the life of the community (including consumption).
<b>Decent work</b>	Involves opportunities for work that are productive and deliver a fair income. Decent work should provide security in the workplace and social protection for families, rights at work, social dialogue, and better prospects for personal development and social integration. People, including young people of working age, should be free to express their concerns, to organize and to participate in the decisions that affect their lives, and have the right to equality of opportunity and treatment.



<b>Diversity</b>	It is all the ways we differ. It includes the differences between individuals in how they identify including (but not limited to) gender, age, disability, cultural background, sexual orientation and social and economic background, profession, education, work experiences and organisational role.
<b>ECCD</b>	Early Childhood Care and Development – Measures that are taken to support the care and holistic development of children including physical, cognitive, language, social and emotional development from conception to age five.
<b>Family friendly workplace</b>	One whose policies make it possible for employees to more easily balance family and work, and to fulfill both their family and work obligations.
<b>Gender equality</b>	Absence of discrimination on the basis of sex or gender.
<b>Harassment</b>	An unwanted conduct, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
<b>Hazardous work</b>	Work in dangerous or unhealthy conditions that could result in a child being killed, or injured or made ill as a consequence of poor safety and health standards and working arrangements. It can result in permanent disability, ill health and psychological damage. Often health problems caused by being engaged in child labour may not develop or show up until the child is an adult.
<b>Human Rights due diligence</b>	A business’s ongoing processes for assessing its actual and potential human rights impact, including on children’s rights, integrating and acting upon its findings, tracking its responses and communicating how its impact is addressed, as set out in the Guiding Principles on Business and Human Rights endorsed by the United Nations Human Rights Council.
<b>Human trafficking</b>	The recruitment, transport, transfer, harboring or receipt of a person by such means as threat or use of force or other forms of coercion, of abduction, of fraud or deception for the purpose of exploitation.
<b>Inclusion</b>	Occurs when a diversity of people feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improve their organisation
<b>Modern slavery</b>	The condition of being forced by threats or violence to work for little or no pay, and of having no power to control what work you do or where you do it. Modern slavery includes domestic slavery, forced sex work, and forced participation in crime.



<p><b>Protection measures in emergencies</b></p>	<p>Measures that need to be in place to ensure the safety, protection and wellbeing of children at times of emergency. I.e incorporating a separate section on children in the company’s Emergency Preparedness Plan to include measures that will be taken to prepare for potential impacts of natural disasters on children; recognising the potential impact on vulnerable groups of people, especially children including physical safety and wellbeing (shelter, food, water, sanitation, clothing, medical care, protection from physical violence and abuse) and psychosocial protection (prevention of psychological trauma and disruption to education); Psychosocial protection measures including the establishment of temporary learning spaces for children and child friendly spaces for children to engage in meaningful activities; collaborating with emergency services of the government to ensure both physical and psychosocial needs of children in the estates are fulfilled; preventing abuse and violence against children and taking the lead in assessing and reporting child protection concerns.</p>
<p>Quality education</p>	<p>The key goal of education is the development of the individual child’s personality, talents and abilities, in recognition of the fact that every child has unique characteristics, interests, abilities, and learning needs. Quality includes focus on the quality of the learning environment, of teaching and learning processes and materials, and of learning outputs.</p>
<p><b>VCDC</b></p>	<p>Village Child Development Committee - the community-based child protection mechanism in Sri Lanka recommended by the government. The VCDC has been designed to be a multi-sectoral platform at grassroots level to identify, refer and respond to violence against children, as well as take measures to prevent violence in the community.</p>
<p><b>Wellbeing</b></p>	<p>A state of being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community.</p>
<p><b>Women’s development</b></p>	<p>Promoting women’s sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others.</p>
<p><b>Young worker</b></p>	<p>A child who is above 16 years of age and engaged in economic activity. It is an age group that is subject to designation as child labour if the work or working conditions are hazardous.</p>