

PART II. Description of Actions

The Centre for Child Rights and Business (The Centre) is a non-profit social enterprise which delivers services and supports companies to strengthen child rights in global supply chains. The Centre was established 14 years ago and operates in multiple business sectors across Asia, Africa, the Middle East and the Americas.

The Centre supports companies to combat child labour and support families, children and youth at all levels of supply chains, including formal and informal supply chain partners. We offer business-friendly solutions that allow companies to gain more visibility into their supply chains, identify challenges and opportunities and find solutions that align with the goal of sustainable and strong business modules.

As child labour remains an enduring challenge in global supply chains, with latest estimates suggesting as many as 160 million cases of child labour globally, The Centre has correspondingly increased our resources, services and support to prevent and remediate child labour. As of 2024, our impact now reaches across 20 different industries in more than 20 countries, reflecting our commitment to addressing child rights and promoting ethical business practices on a global scale.

The Centre’s principles, policies, and practices align with the UN Global Compact principles, particularly those related to human rights and labour. Our goal is to support and deliver sustainable solutions to global compact members companies that create positive changes for children, young workers, parent workers and the businesses themselves. We focus on helping companies to understand where work is needed to address risks whilst creating positive impact for children. Services delivered to companies include support to strengthen risk management and compliance in supply chains, prevent and remediate child labour, increased workforce stability and satisfaction in factories, improved recruitment and retention, as well as support to integrate and address child rights into human rights due diligence requirements. Some highlights of The Centre’s work to support implementation of the UNGC principles are listed below.

Date of	UNGC Principles the Project Supports	Main Activity Undertaken	Selected Projects and Description	Objectives and Outcomes
2018 to date	Labour: Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Principle 5: the effective abolition of child labour.	Engage companies in Global Compact-related issues	Child Labour Remediation The Centre’s child labour rapid response service is available in all project countries and where we have a network of accredited service providers. Our rapid response service focuses on two dimensions: the concerned child and the business. It includes fast and reliable support to the child, the family and the factory, farm or production site and includes a comprehensive set of actions to assist companies with a remediation process from start to finish.	Objectives: <ul style="list-style-type: none"> • Rapid response service focuses on the concerned child and the business. • Assessing the situation of the child within the context of the production site. • Defining and discussing possible remediation solutions with parents, children and companies. • Supporting the child, the company, and the supplier throughout the entire remediation process.

	Principle 6: the elimination of discrimination in respect of employment and occupation.		As part of the UN International Year for the elimination of child labour, The Centre has developed a Joint Action Pledge to strengthen the protection of children's rights by bringing companies together to accelerate action to address child labour in global supply chains.	<ul style="list-style-type: none"> • Creating solutions to protect young workers and eliminate child labour situations. • Companies signing an MOU on child labour remediation or contacting for case-by-case remediation • Ongoing monitoring throughout the entire remediation process. <p>Outcomes:</p> <ul style="list-style-type: none"> • 87.5% of child labour notifications led to a rapid assessment • 76.4% of remediation plans have been accepted by all parties involved • 62.4% of all remediation programmes have concluded successfully • 56.0% of concerned production units took training to improve responsible recruitment practices and strengthen child labour prevention
2022	<p>Labour:</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 5: the effective abolition of child labour.</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	Engage with Global Compact Local Networks	A Responsible Business Creating Real Impact: ETS' Pioneering Social Protection Programme. English Tea Shop (ETS) collaborated with The Centre for Child Rights in Business to address the profound economic challenges faced by families in Sri Lanka following the COVID-19 pandemic. Together with The Centre, ETS facilitated psychological first-aid sessions for staff and recognised the stress experienced by the workforce, especially concerning their children's well-being and education. Utilising insights from this collaboration, ETS designed and implemented a child benefit initiative, providing a monthly cash transfer program to support the workforce and invest in their children's well-being.	<p>Objectives:</p> <ul style="list-style-type: none"> • ETS collaborated with The Centre to alleviate economic strain on families, particularly regarding their children's education and well-being amid the pandemic's economic crisis. <p>Outcomes:</p> <ul style="list-style-type: none"> • The child benefit allowance was launched in August 2022, benefiting 143 children of ETS employees, with parents receiving a monthly allowance for their children's needs. • ETS, as a member of the Mother and Child-friendly Seal for Responsible Business, has demonstrated commitment to prioritising employee and family well-being, through an inclusive organisational culture and transparent financial management. • A recent survey of the impacts of ETS's child benefit initiative showed significant positive feedback, with 93% of the mothers and 87% of the fathers expressing its high significance for their families, providing both financial and psychological relief to the staff and reinforcing the company's commitment to continued and extended support for its employees and their families.

2022	<p>Human Rights: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Labour: Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: the effective abolition of child labour.</p>	Engage with Global Compact Local Networks	<p>DRC Mining Communities: A New Approach to Child Labour Remediation. In the Kolwezi region of the Democratic Republic of the Congo (DRC), The Centre, in partnership with other organizations, established the first Child Labour Remediation Hub. This initiative addresses the significant issue of child labour in the mining sector, an industry that is pivotal to the region's economy but often exposes children to hazardous working conditions, posing immediate physical and psychological risks. The establishment of the Hub in 2022 was funded by the Fair Cobalt Alliance and aims to provide sustainable solutions for the reintegration of children into education and decent employment. The Hub collaborates with local Civil Society Organisations (CSOs) to enhance the capacity for case management and support existing efforts in the region.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Establish and implement sustainable solutions for the reintegration of children into education and decent employment. Enhance local capacity for case management through collaboration with Civil Society Organisations (CSOs). Collaborate with local and international NGOs, government agencies, and organisations to address the structural challenges perpetuating the cycle of hardship within the mining industry. <p>Outcomes:</p> <ul style="list-style-type: none"> Initiated collaborations with government agencies and other organisations, emphasising alignment of activities. Prioritise remediation efforts while exploring preventative measures such as apprenticeships and decent work for young people. Address deep-rooted structural challenges within the industry, including low wages, subpar working conditions, limited alternative income sources, restricted access to quality education, and inadequate early childhood care.
2022	<p>Labour: Principle 4: the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: the effective abolition of child labour.</p>	Build dialogue with companies and NGOs involved in the Global Compact	<p>SAI Launches MY Voice, a 4-Year USDOL Funded Child Labour and Forced Labour Eradication Programme in Malaysia. The Centre, together with Proforest and Our Journey, supported Social Accountability International (SAI), to implement a four-year US Department of Labour (USDOL) funded project that aim to combat child labour and forced labour in Malaysia's apparel and palm oil industries.</p> <p>The Centre's core contribution focused on creating effective and sustainable remediation systems for victims of forced labour or child labour in the palm oil and garment sector in Malaysia.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Combat child labour and forced labour in Malaysia's apparel and palm oil industries, leveraging existing work to address labour issues in collaboration with workers, civil societies, private sector partners, and relevant research initiatives. Support the development of internal policies and practices to advocate for strategies and action in the target industries, engage private sector partners in the improvement of worker voice and social compliance systems, and increase access to remedy for exploited workers. <p>Outcomes:</p> <ul style="list-style-type: none"> The MY Voice programme seeks to reverse the negative trends in child labour and forced labour exacerbated by the pandemic in Malaysia. Through its focus on creating effective and sustainable remediation systems, the programme aims to drive positive change in the target industries by supporting workers, civil societies, private sector partners, and relevant research initiatives to

				combat child labour and forced labour effectively and justly.
2022	<p>Labour: Principle 5: the effective abolition of child labour.</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	Build dialogue with companies and NGOs involved in the Global Compact	<p>Save the Children and The Centre publish study on Child Rights Risk Assessment of The Textile And Apparel Sector Supply Chain In Sri Lanka. The Sri Lankan textile and apparel industry is the single largest export revenue generator in the country, employing 400,000 direct workers and 2 million indirect workers in 2019. As a result of the COVID-19 pandemic in 2021, many large manufacturing industries in Sri Lanka were forced to suspend their operations due to the risk of the virus being spread in these densely populated workplaces.</p> <p>To assess and understand the general workplace management and working conditions particularly for parent workers and female workers, and the child rights risks in the sector – including impacts from COVID-19, Save the Children and The Centre conducted a child rights risk assessment in Sri Lanka’s textile and apparel supply chain from July to December 2021.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Assess and understand the general workplace management and working conditions for parent workers and female workers in the Sri Lankan textile and apparel industry. Identify and evaluate child rights risks in the sector, including the impacts from the COVID-19 pandemic. Highlight ongoing challenges, such as insufficient worker protection during a crisis, discrimination against women and manpower workers, increased risk of child labour, and issues related to education access and equity. <p>Outcomes:</p> <ul style="list-style-type: none"> The assessment highlighted how the COVID-19 pandemic exacerbated existing challenges in the Sri Lankan textile and apparel industry, including insufficient worker protection, discrimination, increased child labour risk, and challenges related to access to education and healthcare. Key findings from the study included insights into the likelihood of children engaging in child labour, challenges with accessing education, lack of maternity protections, wage discrimination, inadequate water, sanitation, and hygiene (WASH) facilities, among others. The report provides several recommendations for brands and suppliers to address identified child rights risks at Sri Lankan textile and apparel factories, including strengthening maternity protection, committing to decent jobs for youth, establishing comprehensive policies and robust systems for child labour prevention and remediation, paying a living wage, and strengthening education and childcare support. <p>The full report and findings can be found here.</p>
2022-2023	Labour: Principle 5: the effective abolition of child labour.	Build dialogue with companies and NGOs involved in the Global Compact	<p>Strengthening Child Protection Efforts in Bangladesh with UNICEF. In November 2022, UNICEF Bangladesh with commissioned The Centre to collaborate with the Ministry of Labour and Employment (MoLE) and the Department of Inspection for Factories and Establishments (DIFE) to enhance the capacities of inspectors and practitioners in child protection and the implementation of the Children</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Develop a child labour elimination framework and capacity-building strategy for ministries, departments, and stakeholders involved in child protection in Bangladesh. Enhance the capacities of inspectors and practitioners in child protection and the implementation of the Children Act 2013.

			<p>Act 2013 in response to the increasing cases of child labour in Bangladesh.</p> <p>Since then, the project has progressed through multiple phases. Consultation meetings were held with stakeholders, including MoLE, MoWCA, Department of Social Services (DSS), DIFE, ILO, World Vision, and Educo. These meetings were crucial in shaping the project's inception report, which focused on developing a child labour elimination framework and capacity-building strategy for ministries, departments, and other stakeholders.</p>	<p>Outcomes:</p> <ul style="list-style-type: none"> Shaping the project's inception report through consultation meetings with key stakeholders. Submission of five capacity-building modules to UNICEF Bangladesh in May 2023 focusing on different ministries, departments and stakeholders. Recommendation to directly train a broader group of stakeholders, including the Ministry of Primary and Mass Education, DHSE, Bangladesh Shishu Academy, NGOs, based on feedback received.
2022 - 2023	<p>Human Rights:</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Labour:</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: the effective abolition of child labour.</p>	<p>1. Engage with Global Compact Local Networks</p>	<p>2. Human Rights Risks in the Production and Processing of Rice in Cambodia. Global March Against Child Labour and CNV International commissioned The Centre on behalf of the members of the Dutch International Responsible Business Conduct Agreement for Food Products, to undertake a comprehensive risk assessment, our first such project in Cambodia's rice production sector. In 2023, the assessment was completed, providing an in-depth analysis of child rights risks such as child labour, as well as human rights risks that included human trafficking and forced labour.</p> <p>3.</p> <p>4.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Bring greater visibility to human rights risks in Cambodian rice production and to clearly spotlight international buyers' relationship to human rights risks in Cambodia. <p>Outcomes:</p> <ul style="list-style-type: none"> The completion of the assessment led to a comprehensive understanding of the human rights risks in Cambodian rice production and revealed clear linkages between international buyers and the extent of their connection to human rights risks. <p>The full report and findings can be found here.</p>
2023	<p>Labour:</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: the effective abolition of child labour.</p> <p>Principle 6: the elimination of discrimination in respect</p>	<p>Engage companies in Global Compact-related issues</p>	<p>The Centre Wraps up Specialised Risk Assessments Across Five Countries for Li & Fung. This collaboration with Li & Fung to conduct a specialised, in-depth assessment of child labour risks for 15 of its suppliers across Bangladesh, Cambodia, China, India, and Turkiye. The assessment encompassed the working conditions of over 25,000 individuals. First-hand data was collected from 730 informants through on-site visits, document reviews, interviews with managers and workers, and focus group discussions. The assessment focused on various areas including child labour risks, working conditions, vulnerable working groups, grievance</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Enhance visibility for Li & Fung to gain an in-depth understanding of actual and potential child rights risks within the supply chain, extending beyond Tier 1 suppliers to subcontractors. <p>Outcomes:</p> <ul style="list-style-type: none"> The assessment has paved the way for Li & Fung to improve due diligence, and to work with their suppliers to strengthen policies and protections for workers in its global supply chain.

	of employment and occupation.		mechanisms, wage structures, family-friendly policies, and subcontracting practices and policies within these factories.	
2023	<p>Labour: Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	Engage companies in Global Compact-related issues	<p>Building Up a Skilled Workforce, Nurturing Talent: IKEA Young Worker Development Programme. With 10.8 million young workers constituting 21.4% of Vietnam's labour force, IKEA has recognised the need to create a positive impact on this demographic within its workforce. This collaboration with The Centre involved the implementation its Young Worker Development Programme, aimed at providing and advocating for learning and employment opportunities for young people. It aims to address the unemployment challenges faced by young workers and enable the factory to build a multi-skilled, young workforce through sustainable hiring and management practices.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> The primary objective of the collaboration, which also involves the Work: No Child's Business (WNCB) project, with support from the Dutch Ministry of Foreign Affairs, was to enhance the prospects of young workers in Vietnam. This includes providing soft and technical skills training, job rotation, and capacity building for factory HR and management to responsibly hire and manage young workers in compliance with local laws and company codes of conduct. <p>Outcomes:</p> <ul style="list-style-type: none"> In September, 2023, The Centre conducted soft skills training for eight newly recruited young workers at one of IKEA's suppliers. The programme ensured regulated working conditions, fair pay, no overtime and no hazardous tasks for young workers. The training also included sessions on effective communication, conflict management, personal finance management, personal & reproductive health, sexual harassment at the workplace, and career orientation will also contribute to the overall career development and prospects of the young workers.
2023	<p>Labour: Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	Engage companies in Global Compact-related issues	<p>Seidensticker Supports Indonesian Garment Supplier to Invest in Marginalised Youth. Seidensticker, in collaboration with The Centre, supported its factory in Indonesia to initiate a youth development programme aimed at providing opportunities for marginalised and vulnerable youth to access decent work. The programme involved two key phases, resulting in the creation of job opportunities for 22 young people under 18 years old, who would not ordinarily have had the chance to work there. Additionally, the programme empowered the factory to effectively and confidently manage youth in a compliant and sustainable manner, contributing to the development of a multi-skilled workforce.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Provide marginalised and vulnerable youth in Indonesia with access to meaningful employment opportunities in a compliant and sustainable manner, while concurrently empowering the factory to manage young workers effectively. <p>Outcomes:</p> <ul style="list-style-type: none"> The factory received comprehensive capacity-building support in the form of Training of Trainers (ToT) for HR and supervisors, guidance on improving recruitment practices, running a mentor system, and strengthening orientation training. The recruited youth received soft and technical skills training and rotated to various work stations, enabling them to acquire a wide range of skills for personal and professional growth.

				<ul style="list-style-type: none"> The factory demonstrated its commitment to continue hiring young workers over the long term by strengthening its internal capacity to recruit, train, retain, and evaluate young workers independently. The factory's efforts to involve stakeholders beyond the HR department, such as the production department, have expanded the programme's impact across the factory's operational landscape, highlighting its continued positive impact on local youth.
2023	<p>Human Rights: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Labour: Principle 4: the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: the effective abolition of child labour.</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	Join and /or support special initiatives and work streams	<p>Wrapping up Social Needs Assessment in the India Toy Supply Chain. India's toy manufacturing industry is projected to reach \$3.3 billion by 2024. However, challenges such as child labour in lower supply chain tiers, lack of decent work opportunities for women and young workers, poor living and working conditions, discrimination, and the absence of family-friendly workspace activities can hinder positive social impacts.</p> <p>The Centre undertook a supply chain mapping and social needs assessment in the India supply chain of a large toy brand to assess human rights and child rights risks across three toy factories and to identify opportunities for the brand and its supplier factories to strengthen the well-being of workers employed at these factories.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Assess human rights and child rights risks in the India supply chain of a toy brand and to identify opportunities for improving the well-being of workers employed at the factories. <p>Outcomes:</p> <ul style="list-style-type: none"> The assessment identified significant challenges faced by factory workers, including inadequate compensation, weak grievance policies, gender inequality, and child labour risks, emphasising the urgent need for fair wages, safe working conditions, effective grievance mechanisms, and improved subcontractor management.
2023	<p>Human Rights: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 6: the elimination of</p>	Engage companies in Global Compact-related issues	<p>Harassment Awareness and Prevention (HAP) Workshops for Factory Management and Frontline Workers Working for ASOS in China. ASOS engaged The Centre to conduct a two-day workshop on Harassment Awareness and Prevention (HAP) for factory management and frontline workers at a Chinese factory. The training aimed to raise awareness of the risks of sexual harassment in the workplace and equip the participants with the knowledge and tools to prevent and</p>	<p>Outcomes:</p> <ul style="list-style-type: none"> The workshop received positive feedback from participants, and the factory has since implemented several significant measures to address workplace harassment. These include the establishment of a zero-tolerance policy, integrating anti-harassment policies into staff handbooks, increasing protection in the complaints procedure, and planning ongoing anti-harassment training.

	discrimination in respect of employment and occupation.		address such instances effectively. The workshop covered the detrimental effects of workplace harassment, legal policies, basic concepts, and practical prevention approaches.	<ul style="list-style-type: none"> It was acknowledged that changing workplace culture requires continuous efforts and ongoing support ensure the effective implementation of anti-harassment policies and to create a safe and respectful workplace for all employees.
2023	<p>Labour: Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	Engage companies in Global Compact-related issues	<p>Supporting Youth Development with s.Oliver in Bangladesh's Ready-made Garment (RMG) Sector. The Centre and Save the Children Germany partnered with s.Oliver, a high-profile brand in the ready-made garment (RMG) sector with suppliers in Bangladesh to implement a youth development programme. This programme creates decent work opportunities for out-of-school and vulnerable youth, and provides factories with a skilled, young workforce. It involves recruiting out-of-school youth, providing vocational skills training, and offering life skills training to create a supportive environment for young workers.</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Create decent work opportunities for out-of-school and vulnerable youth, provide vocational and life skills training, and build the capacity of factory management to create an enabling working environment that meets the specific development needs of young workers. <p>Outcomes:</p> <ul style="list-style-type: none"> The programme has successfully onboarded 44 trainees at three different factories in Bangladesh. The long-term goal of the partnership is to build and sourcing factories' capacity to continue running the youth development programme independently, demonstrating a commitment to sustainability and empowering local communities. The programme is delivering a more educated and skilled workforce, with associated positive economic impacts, and promoting social inclusion by delivering support to youth who might otherwise be excluded from mainstream society and decent work opportunities.
2023	<p>Human Rights: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Labour: Principle 3: Businesses should uphold the freedom of association and the effective</p>	Engage companies in Global Compact-related issues	<p>The Centre Expands Child Labour Risk Assessments in the US. The Centre significantly expanded its US operations in response to a growing demand from US companies seeking to understand the impact of their operations on children amidst regulatory challenges. On-site child rights risk assessments were conducted in four US states within the manufacturing and agriculture sectors, providing clients with a detailed view of child rights risks in their supply chain. Additionally, The Centre delivered an increasing number of child labour prevention and remediation training sessions and workshops on young worker management and child rights for US brands and their suppliers. The assessments covered various levels of the supply chain, including often-overlooked areas such as cleaning, support services, and recruitment</p>	<p>Objectives:</p> <ul style="list-style-type: none"> Gain an in-depth insight into the child rights risks within the US supply chain. Assess risks associated with youth engaging in hazardous work. Evaluate the opportunities available for youth to access decent employment. <p>Outcomes:</p> <ul style="list-style-type: none"> Enable clients to gain an in-depth insight into child rights risks in their US supply chain, including contractors and vendors beyond Tier 1. Equipping US brands and their suppliers with child labour prevention and remediation training.

	<p>recognition of the right to collective bargaining.</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: the effective abolition of child labour.</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>		<p>agencies, while also evaluating contextual risk factors of child labour within the community through interviews and meetings with local stakeholders.</p>	<ul style="list-style-type: none"> • Providing a comprehensive report with recommendations for addressing risks and a clear roadmap for taking action based on assessment results.
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Part III. Measurement of Outcomes

Outcome	2022	2023	Total to date
Number of workers directly benefitted from our programmes	12,953	13,379	102,216
Number of companies reported positive business impact	111	32	377
Number of child labour cases referred to The Centre	301	139	960
Number of countries covered by our programmes and services	19	23	26
Number of children directly/indirectly reached by our programmes	20,450	21,622	158,063
Number of parent workers trained	2,832	2,499	27,397
Number of factories who have opened Child Friendly Spaces	7	1	102
Number of young workers under improved working conditions	269	91	762

(As of January 16, 2024)