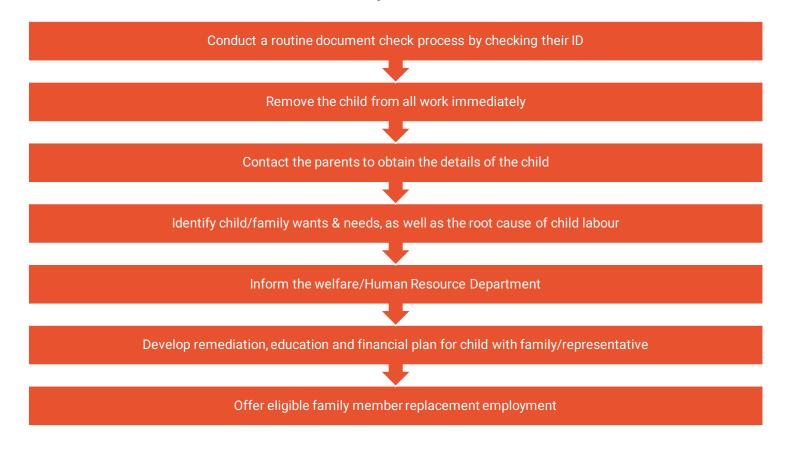
SAMPLE - CHILD LABOUR REMEDIATION PLAN

In a case if child labour is found directly or indirectly working for a company, it is important to act quickly and compliance with the remediation procedures. The purpose of this guideline is to set a general and non-exhaustive procedure for the development and implementation of an effective child labour remediation plan.

A committee will be formed which includes representatives of site management, local authority representative(s), trade union of worker representative (where possible), and external experts (where possible) to investigate the situation and to develop an effective remediation plan.

Some steps to consider:





Implementation and monitoring of the remediation plan

Undertake a full review of all site personnel records and create a list of all potential child labourers and young workers

Collaborate
with the
parents/welfare
department to
conduct regular
home and
school visit

Ensure that all children identified have access to safe and adequate housing, are provided with meals and are adequately protected from harm until next steps

Explain the restrictions on working ages to the children and assure them that, if they wish, they can continue working after they reach the legal minimum working age

Develop and distribute monitoring report to stakeholders

Developing systems and mechanisms to avoid child labour

Develop and communicate on policy for eliminating child labour in workplace

Immediately engage procedure to eliminate child labour from workplace and supply chain



Check and maintain employment records to determine proof of age

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Monitoring throughout the entire remediation, including regular updates and reports on progress

Note:

- * The implementation and monitoring need to be done by committee members or any external agency nominated by the committee.
- * If there is any hindrance in the implementation and monitoring of the remediation plan, this should be immediately brought to the attention of the committee.
- * On the completion of the remediation plan, the committee should ensure that the remediation plan objectives are achieve.
- * External agencies can be nominated to perform regular checks to ensure no child labour exists in the supply chain.

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