

Labor: Child Labor and Young Workers

Child Labor & Young Workers, Sample Action Plan

Investigate

1. Know the law
 - Minimum age
 - Hours exempted children can work
 - Rules for hazardous work
 - Definitions of hazardous work
2. Know buyer requirements

Act Immediately

1. Stop hiring workers who do not meet the above requirements
2. Verify ages of existing employees
3. Remove child workers from hazardous work
4. Align child workers' hours with legal and buyer requirements

Be Proactive

1. Create Child Labor Eradication strategy
2. Incorporate Child Labor into your Code of Conduct
3. Support local education
4. Encourage employees to finish their education
5. Require suppliers to comply with your Child Labor standards
6. Periodically audit internal and supplier practices
7. Monitor changes in Labor Law
8. Revise Child Labor Eradication strategy and Code of Conduct accordingly