



Forced, child and trafficked labour: A corporate responsibility

Forced, child and trafficked labour¹ is forcing a person (child, woman or man) into an exploitative situation they cannot escape from. They are not free and are exploited for profit over and over again.

Primary risk areas where companies may encounter trafficking are¹:

- Within the company's supply chain, for example the use of forced labour by suppliers or sub-contractors.
- Use of personnel for whom the company does not have direct oversight, such as through labour brokers where the company cannot fully assess whether the conditions of employment meet minimum labour standards.
- Use of the company's products, facilities and services in the process of forced or child labour, such as the use of vehicles to transport people who are being exploited for their labour.
- Exploitation of an individual on company property, for example in the hospitality sector.

All businesses are at risk of encountering or furthering these crimes unless they undertake practices to effectively identify the risk and develop and implement effective practices through which to mitigate this risk.

At World Vision we recognise the positive impact that Australian business can have in contributing to international efforts to combat forced or child labour. We are actively encouraging Australian business to enhance their work to protect children and vulnerable people from exploitation within their workplace, supply chain, market place and the wider communities in which they operate and impact upon.

World Vision Australia has identified practices that are crucial for all companies to undertake to ensure they are not directly or indirectly profiting from trafficking. Business can be a force for good by taking the following steps.

• **Implement Policy**

Create a corporate culture that does not tolerate human trafficking. Set business-wide policy at Board level that outlines the company's commitment to combating human trafficking and promoting human rights. This policy should meet International Labour Standards and adhere to the values of international conventions, such as the Convention on the Rights of the Child. This policy must underpin all company practices.

¹ Child labour is work that is likely to interfere with a child's education and development; labour that exceeds a minimum number of hours, labour that is hazardous; and/or labour performed by a child who is underage according to state legislation. A child is considered a person under the age of 18 years. (UNICEF, 2009)





- **Conduct Human Rights Due Diligence**

Business should conduct a human rights due diligence process to identify, prevent, mitigate and account for how they address their human rights impacts. Detailed risk assessments on potential business partners, suppliers and contractors prior to engaging with them are an essential part of this process. Setting codes of conduct and monitoring compliance of all suppliers and contractors is a crucial way in which to uphold standards of behaviour across the supply chain. For more information look at World Vision Australia's *Addressing labour exploitation in supply chains – guidelines for business*.

- **Reporting**

Transparently report on the company's response to actual and potential impacts on forced or child labour and other human rights abuses, including through an annual report. Independent auditing and monitoring of impacts are crucial ways in which to demonstrate success and best practice.

- **Grievance mechanisms**

Establish mechanisms through which employees at all levels of the business – including those employed through labour brokers, or by suppliers and contractors – can report issues and concerns in relation to rights abuses, free from fear of discrimination or retribution. These should be socially and culturally appropriate to the environment in which employees work and widely promoted.

- **Remediation**

Establish processes to enable the remediation of any adverse human rights impacts that they cause or contribute to.

- **Education and Awareness Raising**

Educate all employees about trafficking and their role in addressing it. Develop and implement training curriculum, where appropriate, to assist staff, especially those in high risk areas, to identify and report incidences of trafficking, within or outside the company.

- **Child Protection and Human Rights Policy for Employees**

Adopt Child Protection and Human Rights policies that all employees must commit to and uphold whether employed in country or overseas. This should address issues including domestic servitude when employing household staff and the sexual exploitation of children within the tourism industry.

Business can be a force for good, by engaging in these responsible business practices which contribute to the international efforts to stop forced or child labour.





For more information visit donttradelives.com.au

If your business is already doing work in this area or you would like further advice, contact campaigns@worldvision.com.au

