



Code of Conduct for Prevention of Child Labor and Forced Labor in Indian Textile Industry

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THE CODE

Forced Labor: Signatory factories shall not compel any person to render bonded or any other form of forced labor. The factory shall ensure that all work is performed voluntarily and that no mental or physical coercion is exercised.

Child Labor: Signatory factories shall ensure that no child who has not completed 14 years of age shall be required or allowed to work in any occupation in the factory and its supply chain, including the source of raw materials.

In adherence to international standards and regulations set forth by other countries regarding the minimum age for employment or compulsory education, the higher age requirement shall be adhered to.



Signatory Factories

Signatory Factories ensures that all workers engaged in the factory premises and the supply chain must abide by the code of conduct regarding forced labor and child labor employment. Furthermore, the factory must adhere to all applicable local laws for the employment of young persons and prohibit them from performing any work that is likely to be hazardous or harmful to their health or physical or mental development. The factory shall ensure that all work is performed voluntarily and that no psychological or physical coercion is exercised.

WHY THE CODE OF CONDUCT?

The Code of Conduct for Prevention of Child Labor and Forced Labor is a collective commitment by the Indian textile and apparel industry to uphold ethical standards and safeguard worker rights. This code mandates adherence to local laws, international conventions, and industry-specific guidelines to prevent child and forced labor.

It emphasizes ethical sourcing, transparency, and accountability, enhancing brand reputation and contributing to the elimination of exploitative labor practices.



Social Responsibility

Protecting children and ensuring fair treatment of workers.



Brand Reputation

Upholding ethical practices to enhance brand image.



Legal Compliance

Adherence to Indian and international labor laws.

APPLICABLE LAWS

Law of Land and international conventions on child labor and forced labor are vital for protecting children's rights and ensuring their well-being. Adherence to these standards prevents exploitation and promotes access to education and safe environments for all children.

1

The Industrial Employment (Standing Orders) Act, 1946

2

The Factories Act, 1948 & Minimum Wages Act, 1948

3

The Contract Labor (Regulation and Abolition) Act, 1970

4

The Bonded Labor System (Abolition) Act, 1976

5

The Inter-State Migrant Workmen, 1979

6

The Child Labor (Prohibition and Regulation) Act, 1986

7

Right to Education Act, 2009

8

The Child Labor (Prohibition and Regulation) Amendment Act, 2016

9

Child Labor (Prohibition and Regulation) Amendment Rules, 2017



APPLICABLE ILO CONVENTIONS

Forced Labor Convention, 1930

C029

Abolition of Forced Labor
Convention, 1957

C105

Minimum Age Convention, 1973

C138

Night Work of Young Persons
(Industry) Convention (Revised),
1948

C090

THE GUIDELINES FOR CHILD LABOR

By implementing Code of Conduct, signatory factories can create mechanisms adhere to Indian laws, re-frame policies and better practices aimed at improving social and environmental impacts by the textile and apparel factories. Factories are required to establish and enforce these guidelines for implementation.

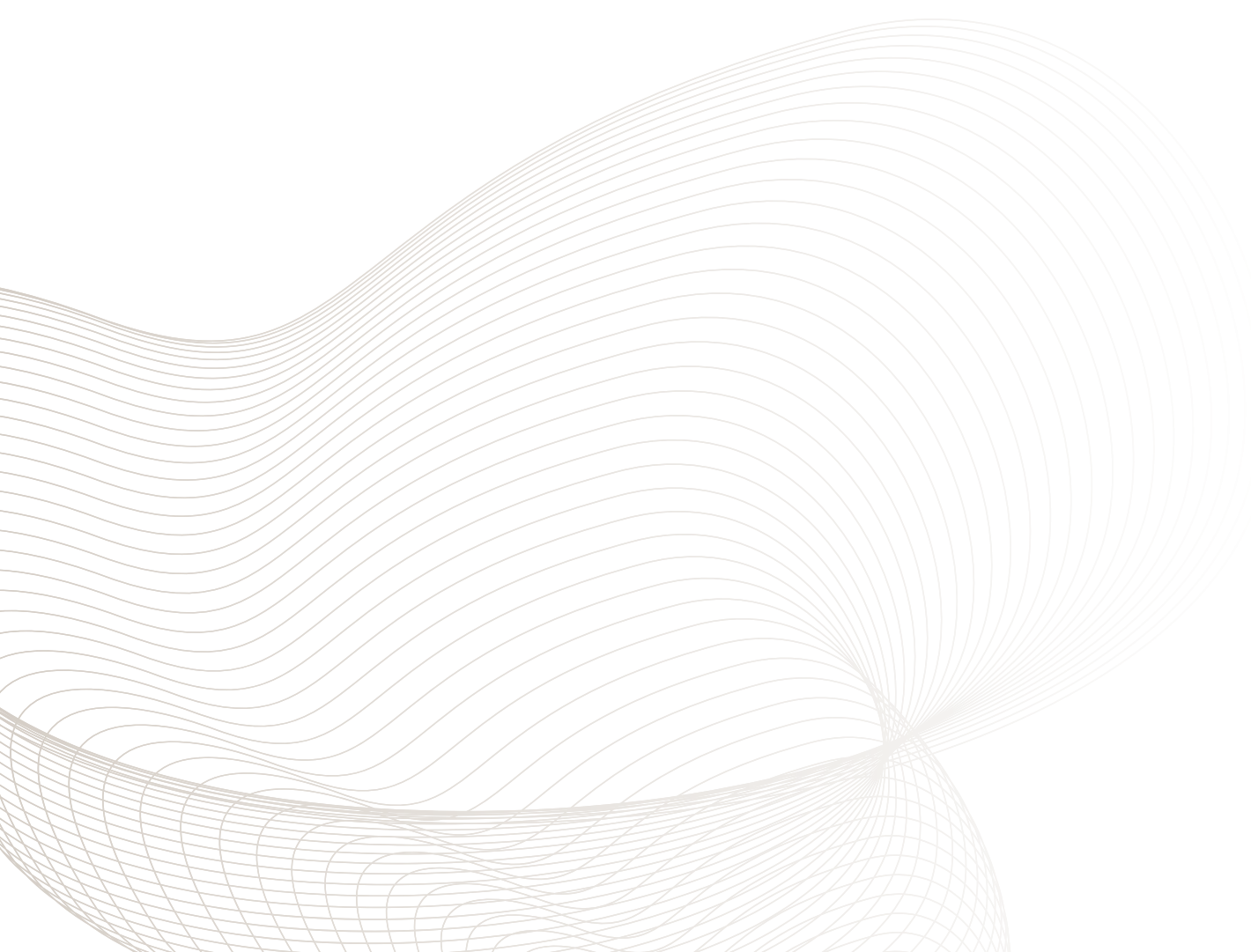
The Implementation guidelines for Prevention of Child Labor are detailed below:

The factory -

- To have written policies and procedures on the prohibition of child labor. However, Children are allowed to work only after school hours or during vacations in Family Businesses/Enterprises if they are non-hazardous.
- To have a designation responsible and authorized to implement systems and procedures prohibiting child labor and employment of young persons.
- To have a procedure for training and creating awareness amongst all persons employed (especially those used in the selection procedure) on recruitment procedures.
- Children under 14 - 18 should not engage in hazardous or harmful work, including tasks involving heavy lifting, dangerous environments, night shifts, or exposure to hazardous substances or equipment.
- The company shall be committed to combating and eliminating child labor across its entire supply chain and condemns all forms of child exploitation.
- The company shall be responsible for rehabilitation and remediation if child labor is identified within its supply chain.



TO HAVE A SYSTEM FOR PREVENTION OF CHILD LABOR -



- Screening of visitors to ensure that no child enters the manufacturing areas.
- Recruitment of workers and a procedure for verifying the 'proof of age' to prevent employment of child workers.

- Factories must comply with ILO conventions on child labour and young persons ratified by India.
- Aadhaar Card authenticity shall be verified through the apps available.
- Prohibiting Child Labor and engagement of Adolescent workers in dangerous operations (as notified by local government authorities).

- No person below the prescribed employment age, as laid down under the Factories Act, 1948 provision, shall be recruited. The preferred age for recruitment shall be 18 and above.
- Engaging adolescents shall be as per the Factory Act, 1948, or the amended provision.

- Also ensuring that any of the vendors and suppliers do not engage child labor in manufacturing any of the products.
- Regulating employment of young persons, including conditions of their employment.
- Identifying potential conditions for employment of child labor or violation of conditions of employment of young persons, taking adequate preventive measures.

TO HAVE A SYSTEM FOR PREVENTION OF CHILD LABOR

- Detecting if a child is employed inadvertently and a procedure for remedial action.
- Provide support for the rescue and rehabilitation of any child or adolescent found to be engaged in labour prohibited by law.
- Identifying and maintaining all applicable statutory/legal records, registers and records related to the factory, data and information collection related to the employment of children and young persons and reporting to the management.

- Develop a system to identify suitable workstations and operations for young workers in accordance with relevant laws
- Provide appropriate working conditions for young workers, including provisions for reduced working hours, health and safety measures, and opportunities for training.
- Periodically reviewing issues arising out of employment of children and young persons by the factory management and implementing procedures for corrective and preventive action for continual improvement.

- Educate employees and subcontractor about the importance of eliminating child labor and promoting ethical labor practices.
- Collaborate with relevant authorities and organizations to address any instances of child labor identified within the company's operations or supply chain.
- Extend the requirements throughout the supply chain, gradually involving sub-suppliers and subcontractors in effectively implementing commitments to eliminate child labor.

THE GUIDELINES FOR PREVENTION OF FORCED LABOR

- By implementing Code of Conduct, signatory factories can create mechanisms adhere to Indian laws, re-frame policies and better practices aimed at improving social and environmental impacts by the textile and apparel factories. Factories are required to establish and enforce these guidelines for implementation.
- The Implementation guidelines for Prevention of Forced Labor are detailed below:
The Factory -

- To have written policy and procedures on prohibition of bonded labor and forced labor.
- To have a designation responsible and authorized to implement systems and procedures relating to prohibition of bonded labor and forced labor.
- To have a procedure for training and creating awareness amongst all persons employed (especially those employed on selection procedure), on bonded and forced labor conditions.
- The company will adhere to all national laws, regulations, and procedures related to the prohibition of forced labor, human trafficking, and the employment of migrant workers.
- Workers will be informed of their rights in a proactive manner at the beginning of their employment, in a language they understand.
- A written employment contract will be provided to employees in a language they understand, signed by both parties before the start of employment, with copies provided to both the employee and employer.
- Recognizing the correlation between gender inequality, discrimination, and forced labor, the company will establish separate policies to address these issues alongside its forced labor policies.

TO HAVE A SYSTEM FOR PREVENTION OF FORCED LABOR

- Prohibiting use of bonded or forced labor in any of the units or premises of the Organization and tier 2 and tier 3 supply chain.
- Establish clear recruitment policies in alignment with local laws and ILO legislations ratified by India to prevent forced labor or human trafficking during the recruitment process.
- For regulating wage distribution and managing and monitoring advances and loans to prohibit conditions of bonded labor and forced labor.
- For regulating contract labor employment to comply with legal requirements.
- For identifying conditions/legal provisions that could be construed as bonded labor and forced labor and incorporating in the relevant procedures.

TO HAVE A SYSTEM FOR PREVENTION OF FORCED LABOR

- Identifying and maintaining all applicable statutory / legal records, registers and records related to the factory, data and information collection related to bonded labor or forced labor conditions and reporting to the management.
- For periodically reviewing issues arising out of conditions leading to instances of bonded and forced labor by the management and implementing procedures for corrective and preventive action.
- Ensuring that no worker is engaged in any work against his / her will or threatened to corporal punishment or coercion of any kind.
- Ensure that workers maintain possession or control of personal documents such as passports and identity papers.
- The company may only retain copies of original documents for record-keeping purposes.

ENDORISING MEMBERS



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