



U.S. Department of Labor
Office of Child Labor, Forced Labor and Human Trafficking

“Reducing Child Labor and Forced Labor: A Toolkit for Responsible Business”
ONLINE TOOL

The Department of Labor has created an online tool that will provide detailed, step-by-step, practical guidance to businesses and other stakeholders. This new toolkit shares the best practices for creating and sustaining effective social compliance systems. It is the first such corporate social responsibility guide developed by the U.S. Government focused on child labor and forced labor practices.

This toolkit grew out of a congressional mandate under the Trafficking Victims Protection Reauthorization Act (TVPPRA) of 2005, which required the U.S. Department of Labor (DOL) to compile and publish a *List of Goods Produced by Child Labor or Forced Labor* (available at <http://www.dol.gov/ilab/reports/child-labor/list-of-goods/>). The law also mandated that DOL work with businesses and other stakeholders to develop and disseminate information on business practices that have been effective in reducing child labor and forced labor.

DOL conducted an exhaustive investigation of corporate social responsibility and ethical sourcing initiatives. It carefully reviewed materials ranging from academic literature to corporate case studies, integrating that information into a toolkit that is designed to be both comprehensive and easy to use.

The best practices examined include:

- **CODES OF CONDUCT:** Examples of code provisions that aim to address specific child labor and forced labor challenges (e.g., migrant workers, subcontracting, homework)
- **STAKEHOLDER ENGAGEMENT:** The most successful and sustainable strategies for identifying and engaging key stakeholders (e.g., joint advocacy directed at government and cooperation in offering services to victims)

- **RISK ASSESSMENT:** Methods that companies have found effective to identify and track child or forced labor risks in supply chain
- **COMMUNICATION AND TRAINING:** Examples of training or communication programs to raise awareness around child and forced labor among various stakeholder groups (e.g., suppliers, sub-tier suppliers)
- **AUDITING:** Techniques that companies have found effective in monitoring or auditing their own operations and those of supply chain partners (e.g., age verification, auditor skills for interacting with children and victim populations, inclusion of labor brokers/recruiters in audits)
- **REMEDIATION:** Approaches that companies have found effective to respond to the immediate and more long-term needs of children and/or forced labor victims (e.g., approaches to families, educational and other services)
- **INDEPENDENT VERIFICATION:** Methods that companies developed and implemented to ensure an independent assessment of their efforts and those of supply chain partners to combat child and forced labor
- **PUBLIC REPORTING:** Formats and methods that companies have found useful for reporting on their auditing and verification programs, and broader efforts to address child and forced labor issues in supply chains

We invite input from companies, industry groups, NGOs and any other stakeholders as we continue to update this resource. For more information, please contact Rachel Rigby at rigby.rachel@dol.gov.