



Comply Chain:

*Business Tools for Labor
Compliance in Global Supply
Chains*

**Step 4: Communicate and Train Across
your Supply Chain**

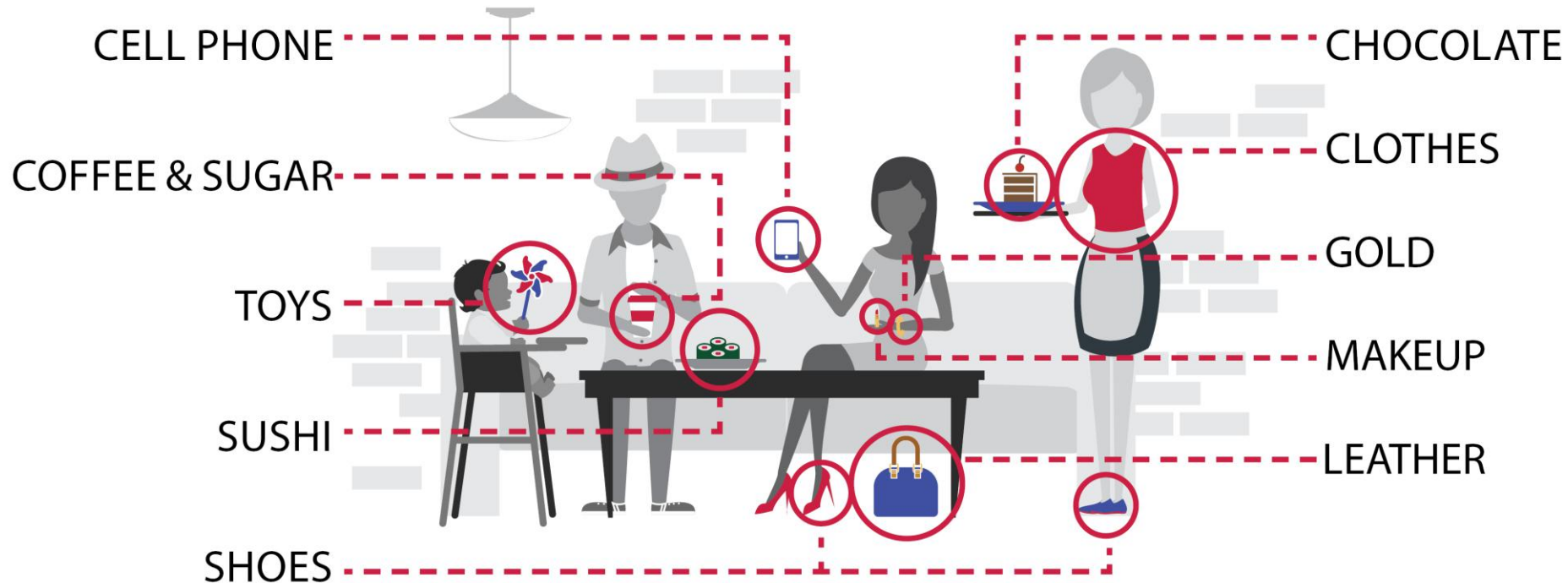


BUREAU OF INTERNATIONAL LABOR AFFAIRS

THINK ABOUT IT

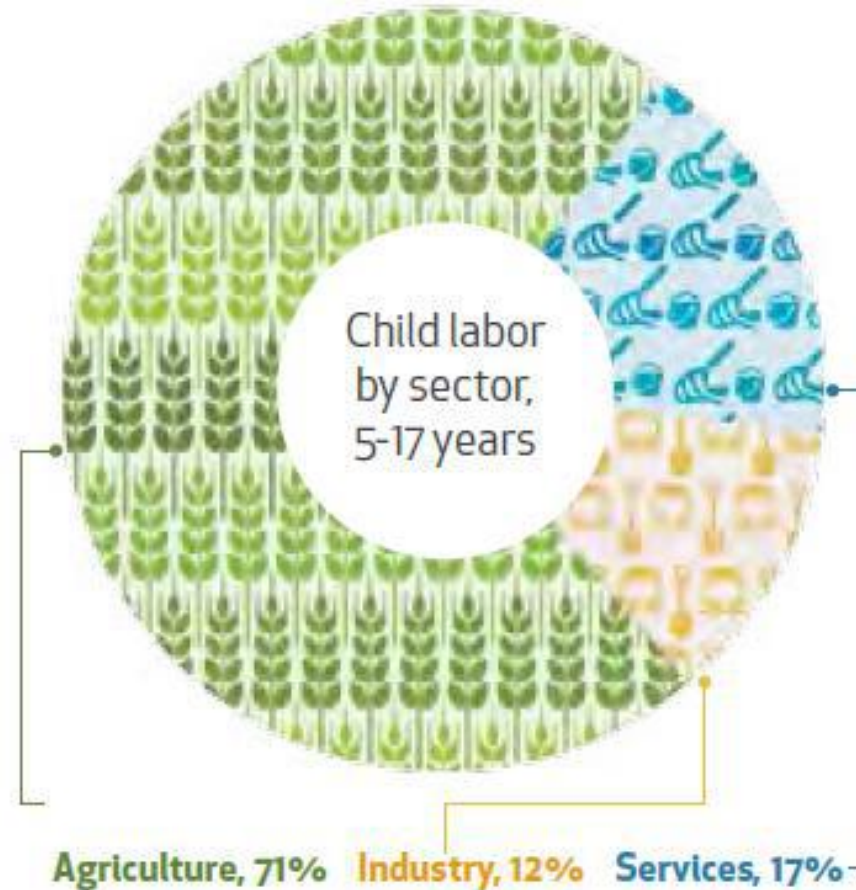
Do you know how your favorite goods are made?

Items you use every day may be produced by child or forced labor.



Source: Based on research by the U.S. Department of Labor's Bureau of International Labor Affairs.


Where Do the 152 Million Children Work?



Source: International Labor Organization. *Global estimation of child labour 2016: Main results and methodology*. Geneva, September 2017.

GLOBAL DATA ON FORCED LABOR (2016)



KEY  = 1,000,000 people

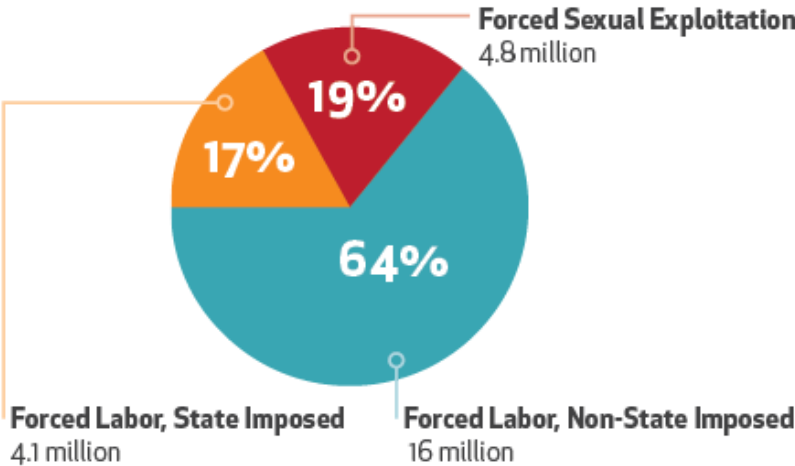
BY SEX



37%
Male

63%
Female

BY TYPE



Source: International Labour Organization and WalkFree

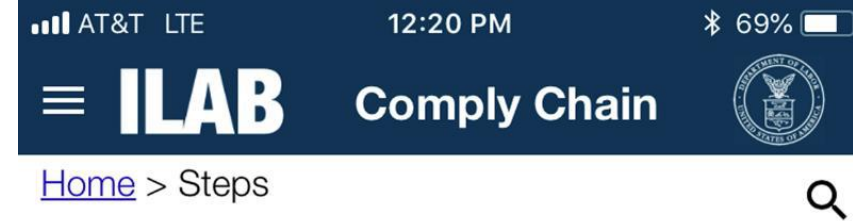
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<https://www.dol.gov/general/apps/ilab-comply-chain>

Comply Chain: Steps



Step 4: Communicate and Train

Step 4: Communicate and Train across your Supply Chain

LEARNING OBJECTIVES



KEY TERMS



TOPICS

- [Communicating, Not Policing](#)
- [Who Should be Trained?](#)
- [What Topics Should Training and Capacity-Building Cover?](#)
- [Where, When and How Should Training be Conducted?](#)
- [Grievance Mechanisms](#)

CONTINUE TO STEP 5

Guatemala: Coffee



Guatemala: Coffee



Turkey: Hazelnuts



Colombia: Coal and Gold



©Somos Tesoro

Colombia: Coal and Gold



Marriot Partnership with ECPAT



WHO WE ARE

WHAT WE DO

TAKE ACTION

RESOURCES

NEWSROOM

DAY OF THE GIRL

SHOP

DONATE

January 29, 2018

ECPAT-USA AND MARRIOTT INTERNATIONAL ANNOUNCE NEW PARTNERSHIP TO PROTECT CHILDREN FROM TRAFFICKING

<https://www.nbcwashington.com/news/local/Marriott-Training-All-Employees-to-Recognize-Human-Trafficking-494980021.html>

Further Resources

1. United Nations. *The Corporate Responsibility to Respect Human Rights: An Interpretive Guide*. 2012; available from http://www.ohchr.org/Documents/Publications/HR_PUB_12_2_En.pdf.
2. Du, Shuili, C. B. Bhattacharya, and Sankar Sen, "Maximizing Business Returns to Corporate Social Responsibility (CSR): The Role of CSR Communication," *International Journal of Management Reviews* (2010): 8-19.
3. FAO and ILO. *Protect Children from Pesticides: Visual Facilitator's Guide*. 2015; available from <http://www.fao.org/3/a-i3527e.pdf>.
4. GTZ, *Promotion of social, environmental, and production standards in the readymade garment industry*, n.d.; available from <https://www.giz.de/en/downloads/giz2016-en-social-environmental-standards-industry.pdf>.
5. International Finance Corporation. *Good Practice Note: Addressing Grievances from Project-Affected Communities*, No. 7. 2009; available from <http://www.kpesic.com/sites/default/files/IFC%2BGrievance%2BMechanisms.pdf>.
6. ILO and IOE. *SMEs and Human Rights: What is the current state of play, what are the opportunities and challenge, what kind of support is needed?* November 2016; available from http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_535220.pdf.
7. Locke, Richard, Matthew Amengual, and Akshay Mangla. "Virtue out of Necessity? Compliance, Commitment, and the Improvement of Labor Conditions in Global Supply Chains," *Politics & Society* 37, no. 3 (September 2009): 319-351.
8. Shift. *Remediation, Grievance Mechanisms and the Corporate Responsibility to Respect Human Rights*. 2014; available from https://www.shiftproject.org/media/resources/docs/Shift_remediationUNGPs_2014.pdf.
9. Office of the United Nations High Commissioner for Human Rights. *Improving accountability and access to remedy for victims of business-related human rights abuse*; May 10, 2016; available from http://www.ohchr.org/Documents/Issues/Business/DomesticLawRemedies/A_HRC_32_19_AEV.pdf.

TRAINING MATERIALS

1. Cisco, Cody, Laura Gitman and Celine Suarez (Business for Social Responsibility). "Good Practices for Complying with Licensors' Social and Environmental Requirements: A Practical Guide for Licensees." 2011; available from <https://www.bsr.org/our-insights/report-view/good-practices-for-complying-with-licensors-social-and-environmental-requirements>.
2. ILO and IOE. *How to do business with respect for children's right to be free from child labour: ILO-IOE child labor guidance tool for business*. 2015; available from http://www.ilo.org/ipecc/informationresources/WCMS_IPEC_PUB_27555/lang-en/index.htm.
3. ILO-SAPFL. *Combating Forced Labour: A Handbook for Employers and Businesses 2nd edition*, 2015; available from http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_101171.pdf.
4. International Trade Union Confederation. *Mini Action Guide: Forced Labour*. 2008; available from http://www.ituc-csi.org/IMG/pdf/guide_forced_labour_EN.pdf.
5. Interfaith Center on Corporate Responsibility. *Best Practice Guidance on Ethical Recruitment of Migrant Workers*. April 2017; available from <http://www.iccr.org/sites/default/files/iccrsbestpracticeguidanceethicalrecruitment05.04.17.pdf>.
6. IOM/OSCE/ILO. *Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination*. 2006; available from http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_203851.pdf.
7. IOM/OSCE. *Training Modules on Labour Migration Management – Trainer's Manual*. 2011; available from http://www.iom.int/jahia/webdav/shared/shared/mainsite/published_docs/brochures_and_info_sheets/Training-Module.pdf.
8. United Nations. *Anti-Human Trafficking and Migrant Smuggling*. 2010, available from <http://www.unodc.org/unodc/en/frontpage/2010/September/un-launches-global-plan-of-action-against-human-trafficking.html>.

WHAT CAN YOU DO TO HELP ADDRESS CHILD LABOR AND FORCED LABOR?



ASK QUESTIONS. 

TAKE ACTION.   

DEMAND CHANGE.    



Learn more: dol.gov/EndChildLabor

To contact us, please email GlobalKids@dol.gov



THANK YOU

<https://www.dol.gov/agencies/ilab>

<https://www.dol.gov/general/apps/ilab-comply-chain>

