

Clothing & Furnishing industry

– Good Practices for Children’s Rights

WORKPLACE

Bestseller: Child labour policy for a clothing and accessories company

“No children below the age of 15 can be employed in factories producing for Bestseller. If the law states a higher age, the law must be followed. The supplier must have sufficient management systems in place to ensure no children are employed. Young workers below the age of 18 can only undertake light work in the factory and all laws concerning the treatment of young workers must be followed.

The use of child labour is not acceptable and we will not work with suppliers who use child labour in any of their facilities, or who do not have efficient systems in place to ensure that child labour cannot occur on the production premises. Suppliers must also take responsibility to ensure that any subcontractors are not involved in employing child labour, and that any young workers are not involved in dangerous work or work under difficult conditions. ...

If child labour is found in a factory the following actions will be taken:

1. The child will need to be removed from the work place and given a viable alternative. This emergency child labour intervention must be done always in the best interests of the child, and ensure that the child is not forced into worse forms of labour.
2. In communication with the child as well as his or her family or caretakers, an appropriate option for education should be found for the child – at least until they are no longer of compulsory school age.
3. The supplier is responsible to continue to pay wages to the child from when the child has been removed from the work place until s/he reach the age that they are no longer in compulsory education.

4. The supplier is required to immediately offer the position to a member of the child's family or caretaker at an adult wage. The child should have the option to work in the factory once s/he has reached the legal working age."

– Bestseller Child Labour Policy, 'Child Labour Policy: Part of Bestseller's Code of Conduct', 2011

POLICY COMMITMENT

H&M: An advertising policy to protect children in fashion retailing

"H&M's advertising images do not aim to communicate one specific ideal, but rather a range of lifestyles and attitudes. ...H&M has special guidelines for the advertising of our children's concepts. The target audience is parents, not children, and we place advertisements in media that are not aimed directly at children. Children who take part in our campaigns must take part of their own free will. If children are cast in a photo shoot, there is always an H&M representative present to ensure the safety of the children and to maintain a professional environment."

– H&M, Human Rights Policy

Sime Darby: Policy on protecting children from violence, abuse and discrimination at a diversified multinational corporation

"Sime Darby Berhad is a responsible corporate citizen that advocates the safety and wellbeing of all children. It respects and upholds the Malaysian Government's Child Protection Policy and supports international and local conventions which demand that children receive protection against any and all forms of abuse and exploitation. Sime Darby Berhad upholds the indivisible rights of children and will act without hesitation to ensure a child-safe environment is maintained within its organization and operations."

– Sime Darby, 'Corporate Child Protection Policy Statement'

IKEA: Employment of young workers in the home furnishing industry

"IKEA supports the legal employment of young workers.

“The IKEA supplier shall protect young persons of legal working age, until the age of 18, from any type of employment or work which by its nature or circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

“The IKEA supplier shall ensure that young workers are treated according to law. This includes measures to avoid hazardous jobs and night shifts and to ensure minimum wages.

“Clarifications: In accordance with the UN Convention on the Rights of the Child, 1989, IKEA believes that young workers have a right to work as long as all requirements in International Conventions and local laws are met.”