

# ELIMINATING CHILD LABOR

## Inspection and Monitoring



### BEST PRACTICE IN INSPECTION AND MONITORING

- Conduct regular and unannounced supply chain inspections at all levels
- Identify the greatest risk areas for child labor, and plan processes accordingly
- Understand nuances throughout the supply chain and employ appropriate methods

An effective supply chain monitoring strategy is critical to mitigating and remediating child labor. A mix of audits and inspection visits to production units can provide visibility deep into the supply chain, helping companies and brands locate areas with the greatest risk for child labor.

GoodWeave defines audits as announced on-site assessments of a producer that evaluate compliance with the entire GoodWeave Standard. Inspections, on the other hand, are frequent, unannounced assessments that verify compliance with the GoodWeave certification principles – no child labor, no forced and bonded labor, and documented and verifiable conditions of work. This brief provides successful strategies for monitoring supply chains that GoodWeave has implemented as part of its certification system.



### GoodWeave stops child labor in global supply chains. Permanently.

This brief is one of a five-part series that explores best practice for companies and nongovernmental organizations combating child labor in supply chains and sectors where they work. The information is based on GoodWeave's extensive on-the-ground experience in tackling child labor.

**GOODWEAVE.ORG**

## CONDUCT REGULAR AND UNANNOUNCED INSPECTIONS AT ALL LEVELS

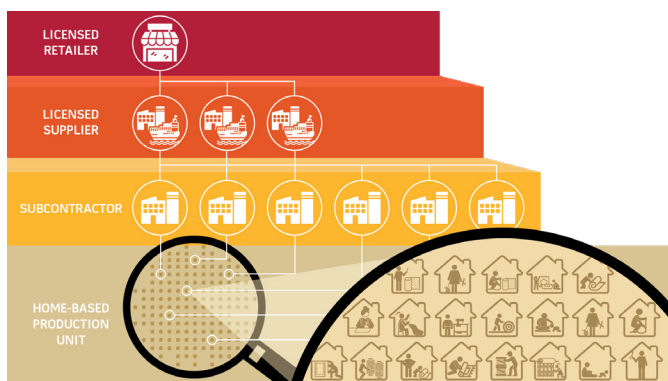
Many companies have a supply chain oversight program to ensure good working conditions and product quality. These programs typically provide an opportunity to verify conditions and treatment of workers, clarify quality expectations and build trust. GoodWeave recommends adding rigor to these oversight processes to ensure no child labor is used.

- Regularly inspect all production units, including subcontracted and home-based units
- Include unannounced inspections

### Best Practice Applied

Two factors distinguish GoodWeave's approach to supply chain monitoring. First, they comprise all production units, including home-based units, even if only a small portion of the unit is dedicated to producing a certified product. This is important because often the largest segment of a company's production may be manufactured beyond the primary factory location. This hidden and informal part of the supply chain is usually where the most egregious labor rights violations occur.

Secondly, inspections are unannounced. Surprise inspections increase capacity to identify child laborers, as well as result in prevention in the form of deterrence, due to the potential business consequences of using child labor. As hidden production units are revealed, they are added to a supplier map and improve supply chain oversight.



Reaching home-based production units present a challenge for comprehensive inspection and monitoring.



Frequent unannounced inspections allow GoodWeave inspectors to truly verify child labor practices are not occurring in a supply chain. When a company relies on scheduled audits for due diligence, it is easy for employers to hide unwanted practices. During initial audits, suppliers should be made aware that unannounced inspections are part of the due diligence process.

The frequency of inspections depends on the level of risk for child labor. High-risk areas should be visited monthly if possible, sometimes more frequently if evidence of child labor is found. Other production units with a good record can be visited less frequently.

## IDENTIFY THE GREATEST RISK AREAS FOR CHILD LABOR, AND PLAN PROCESSES ACCORDINGLY

When creating a monitoring strategy, it is best to prioritize the areas where there is greatest risk. Each sector has different risks at different points of the supply chain.

- Consider how child labor may be concealed
- Plan processes and procedures for inspections to mitigate risks

### Best Practice Applied

When developing the processes and procedures for inspections, it is best to determine the conditions most conducive to the risk occurring. Questions such as: Are there physical locations where it might be easier to hide children? Are there certain days or times when children may be found working? Is there a high prevalence of child labor where the production site is located?



Inspection processes are then planned accordingly to improve the likelihood of discovering child labor if it is occurring.

For example, GoodWeave considers the following:

- What times are school in session? No child should be seen in any workplace or working at home during this time.
- What is the layout of the workplace, including the home, and are there places where children could be hidden?
- How many entrances and exits are there? Can the factory be approached in a way that minimizes the likelihood of children being removed through those exits?

By planning ahead, and considering these factors, organizations can increase the efficacy of inspections.

## UNDERSTAND NUANCES THROUGHOUT THE SUPPLY CHAIN AND EMPLOY APPROPRIATE METHODS

Most global supply chains are complex and opaque. There are differences between factories, subcontracted units and home-based unit and how the local laws apply to the different parts of the supply chain.

- Adapt approaches and techniques for the various tiers of production
- Understand the relevant laws that apply to child labor and light work across production units

### Best Practice Applied

Inspection and monitoring visits look significantly different at various levels of the supply chain. At the factory level, GoodWeave inspectors may engage with hundreds of workers in a more formal setting, while inspections at the home-based work unit level are more intimate. They occur in someone's home where that worker and their family live, eat and sleep.

Accordingly, visits are conducted respectfully and professionally in an appropriate manner. Though it may be acceptable to ask questions in a factory using a clipboard, a home setting requires a more conversational, casual approach. Inspectors can still verify the relevant requirements in the GoodWeave Standard, but follow-up questions include how the child's schooling

*Planning inspections requires a rigorous understanding of local laws on child labor and light work. Age limits for working and how they are defined vary by country and may differ by production settings.*

is going or what kinds of chores do the children do and who in the village works for the same suppliers. This provides additional information or clues that increase the likelihood of uncovering child labor, as well as undisclosed production.

Planning inspections also requires a rigorous understanding of local laws on child labor and light work. Age limits for working and how they are defined vary by country and may differ by production settings. In a home-based setting, it is likely to see children engaged in light work, and GoodWeave inspectors have a solid understanding of the difference between that and child labor to determine if it should be reported. For example, a child of a certain age may be permitted by law to help out at a family's store for a few hours after school, but they cannot work at the family's store full-time and during school hours.

The International Labor Organization (ILO) curates labor laws from around the world. [Use this link to search by country](#) and learn more about local regulations and nuances around age, hours of work, and type of work.

## LEARN MORE

Find more information on eliminating child labor in GoodWeave's five-part series of best practice at [www.goodweave.org](http://www.goodweave.org) or contact [capacity-building@goodweave.org](mailto:capacity-building@goodweave.org).

