Protecting Children´s Rights in Coffee Supply Chains
Child labour in numbers

Child labour rises to 160 million – first increase in two decades

The International Labour Organization and UNICEF warn 9 million additional children at risk as a result of COVID-19 pandemic

09 June 2021

Tackling child labour

Netherlands Takes Big Step Toward Tackling Child Labor
New Bill Holds Companies Accountable for Every Step of the Supply Chain

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Germany Act on Corporate Due Diligence in Supply Chains

On 22 July 2021, the act was published in the Federal Law Gazette. This represents the first time that the responsibility of German companies to respect human rights in global supply chains has been given a legal foundation.

The Nestlé Commitment on Child Labour in Agricultural Supply Chains

United Nations Department of Economic and Social Affairs Sustainable Development

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Elimination of child labour in the coffee sector is part of 4C´s mission

The 4C Code of Conduct does not allow presence of child labour in certified production groups or in chain of custody certified companies (principle 2.1 / criteria 2.1.3)
4C’s approach

1. **Defining** what is acceptable and what is not

2. Provide guidance on strengthening internal management systems of 4C Units by **establishing due diligence procedures**.

3. **Supporting** 4C auditors in detecting child labour
1. Defining what is acceptable and what is not
Bringing light to terminology and differentiating circumstances

**Child work**
- Work that **does not** negatively affect children’s health or education
- Generally regarded as positive as it is considered an essential part of children’s socialization and development process
- Allowed for light (non-hazardous work) conducted for a limited amount of time and under adult supervision.
- For age-appropriate tasks after school on a family’s farm or household chores, under adult supervision
- Child of 13 years sorting green beans together with their parents after school (not longer than 14 hours a week)

**Child labour**
- Labour under conditions that are harmful to children’s health and their physical and mental development
- Labour that deprives children of education
- It is never allowed
- Child of 14 years: carrying heavy coffee cherry bags
- Child of 15 years spraying herbicides
2. Establishing due diligence procedures
Guidance for MEs, IBs and FBs on establishing a due diligence system
3.1 Commitment

Embedding company’s written commitment into its management system

- Governance structure
- Socialization of the commitment
- Communication of the written commitment externally
- Establish partnerships
- Monitoring implementation
Age verification

Is there a national hazardous work list available in the country?
YES - being used to determine tasks for young workers?
NO - another list of hazardous work?

Schools: nearby for children of mandatory schooling age to attend?
Transport: options available for schools located in a far distance?
If NO to both, are there other means of official education provided on site?

Process to verify the age during the hiring process?

Records available for recording and keeping track of young worker's age?

Are MEs, BPs and their respective workers aware of the difference between child labour and child work?

Are children below 18 carrying out hazardous work in any farming activity related to coffee or other crops?

Working conditions for young workers

Access to education

Age verification

Awareness raising

3.2 Risk assessment

3.3 Prevention and mitigation mechanisms
3.4 Monitoring

- On-going process
- Regular checks
- Internal audits

- Involvement of the community
- Periodic review of the action plan
- Effectiveness of the prevention mechanisms

- Implementation of remediation actions
- Grievance resolutions

3.5 Remediation
3. Supporting 4C auditors in detecting child labour
Guidance for on-site audits

- Audit team composition
- Risk assessment – National hazardous lists
- Interviews – age verification
- Stakeholder consultation
- Unannounced & integrity audits
- Best practice sharing between 4C and auditors
## New 4C Guidance Document on the Protection of Children’s Rights

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   - 1.1 Purpose and Scope

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4. **Child Labour Detection: Guidance for On-site Audits**
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Annex I: International Laws

Annex II: Minimum Legal Working Age and School Age in Coffee Producing Countries

Annex III: Hazardous Work in Agriculture as Defined by National Lists

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Do you have any questions?

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