



BFC Child Labour Protocol

The effective abolition of child labour is a goal of the ILO and BFC's tripartite partners in Cambodia—the Royal Government of Cambodia (RGC), the Garment Manufacturers Association in Cambodia (GMAC), and unions. Garment workers are sometimes found to have used documents belonging to friends or relatives in order to obtain work. To help combat this, BFC encourages factories to develop effective recruitment practices. In addition, BFC factory monitors observe the entire workplace, review documents, and interview workers for indications that the factory employs children below 15 years old.

Suspected Child Labour and Field Investigations

- BFC discusses suspected child labour cases with management in BFC 'exit' meetings.
- If suspected workers and factory accept BFC's age determination, no field investigation is conducted. However, if confirmation of suspected cases requires a field investigation, BFC discusses the investigation and remediation process—as well as potential costs—with factory management during the exit meeting.
- BFC asks management to commit in advance to support investigation and remediation costs if the investigation confirms child labour. (See the attached standard agreement).
- Field investigations are conducted by a BFC investigator in workers' home villages within 30 days after the factory assessment. When child labour is confirmed, the investigator discusses remediation options including training/school choices with the children's parents.
- Confirmations of child labour will be based solely on BFC field investigations. Documents collected during investigations will be available to management upon request.

Findings and Remediation

- If child labour is confirmed, BFC meets with factory management to present investigation results and finalize the remediation agreement. Remediation payment package includes:
 - a. worker's final payment at settlement date
 - b. worker's average monthly salary until child reaches 15 years of age
 - c. training fees (there are no training costs if child is within three (3) months of 15 years)
 - d. BFC investigation cost recovery (US\$1,125 per confirmed case)
- If management has not previously committed to support remediation, management is expected to accept or reject the remediation agreement within seven (7) calendar days.

Factory accepts: Management removes underage worker(s) from the workplace. BFC coordinates payment by factory of average monthly wages until worker reaches age 15 and training centers costs.

Factory rejects (or fails to respond): BFC notifies GMAC. GMAC intercedes with factory and assures payment of investigation and remediation costs with seven (7) calendar days.

Reporting

- BFC assessment reports are finalized only after investigation/remediation process is completed.
- Confirmed child labor only is reported to GMAC, factory buyers, and the Minister of Labour.
- BFC or designee continues monthly wages payments and tracks trainee progress until age 15.

Attachments: Child labour protocol flow-chart
BFC standard child labour remediation agreement

BFC Child Labour Investigation and Remediation Process

