

Human Rights Due Diligence in the cocoa sector – focusing on child labour and forced labour

ICI, a key partner for retailers



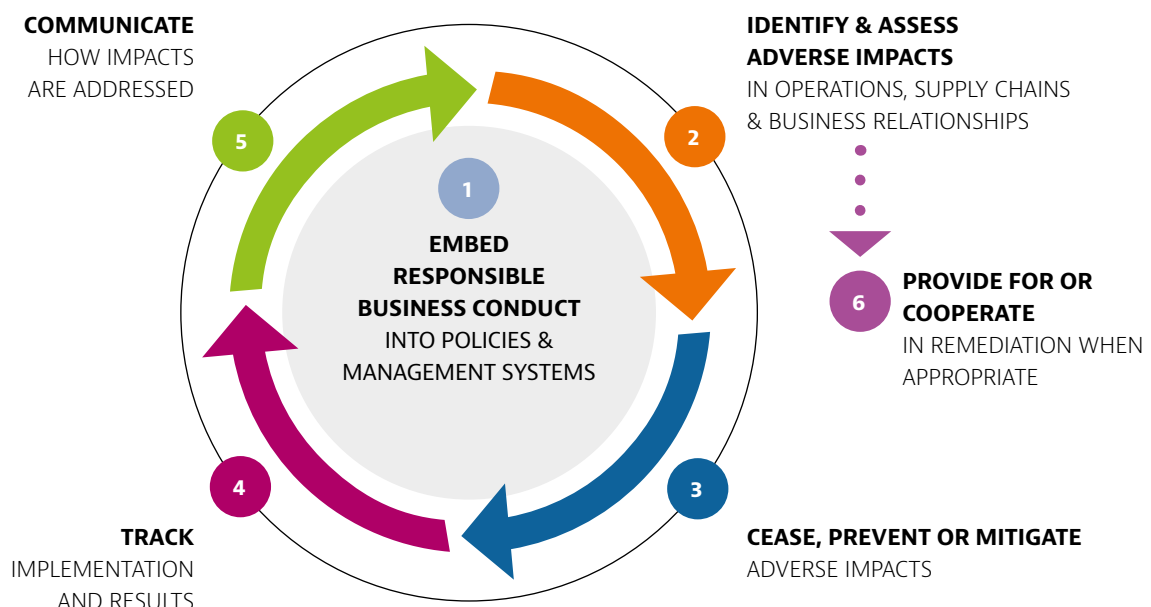
International
COCOA
Initiative

Like all companies, retailers have a responsibility (and increasing legal obligations) to respect human rights, both within their direct operations and throughout their supply chain, by conducting ongoing and risk-based Human Rights Due Diligence (HRDD). This means proactively identifying and assessing human rights risks and impacts and taking appropriate steps to prevent and address them (please see figure below). In the cocoa sector, child labour and forced labour are both recognised as salient human rights risks which should be tackled as priority issues.

The International Cocoa Initiative (ICI) can support you as a retailer to take concrete steps to undertake effective HRDD with a specific focus on child labour and forced labour, in particular for your own branded chocolate and cocoa products.

ICI's support in implementing effective Human Rights Due Diligence

A HRDD mechanism, as described by international frameworks (such as the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct), requires companies to systematically **identify, prevent, and address** human rights risks and impacts, including child labour and forced labour. By working with suppliers, cooperatives, and farmers, and engaging with local communities, retailers can assess actual or potential harms and implement targeted interventions. This will also contribute to the overall improvement of working conditions, community development, and sustainable sourcing practices, ultimately **fostering a responsible and ethical supply chain**.



Source : (OECD, 2018)

How can ICI help?



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Step 1

Embed responsible business conduct into policies and management systems

We can work with you to develop or review your corporate policies that reflect your commitments to address child labour and forced labour, and ensure consistency between your code of conduct, supplier contracts, and/or other relevant agreements. We can also help you define the key requirements to ask of your suppliers as part of your purchasing practices and support you to achieve full transparency over your supply chain.

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Steps 2, 3 and 6

Identify, prevent and address adverse impacts

Given retailers indirect relationship with cocoa producers, it can be difficult to know how to identify, assess and address human rights issues throughout the supply chain. One way ICI can help is by supporting you to establish a Child Labour Monitoring and Remediation System (CLMRS) or advising you on how you can use your leverage and engage with your suppliers to do so.

Aligned with the key HRDD steps, a CLMRS raises awareness on child labour and its dangers among farmers, children and the wider community; identifies children in child labour or at risk; provides targeted support to help children stop doing hazardous tasks; and regularly follows up with children to track if they are no longer involved in child labour and whether more support is needed. ICI can provide guidance to ensure that CLMRS or an equivalent HRDD system is being implemented throughout your supply chain, either within your own activities or within those of your suppliers.

Specifically, prevention and remediation activities can be organised both at the **supply chain and at the community level**. ICI can provide support, guidance and assistance for the design and implementation of effective prevention and remediation activities targeting children in child labour or at risk, as well as their families and communities. For specific examples of the types of activities that address the root causes of child labour please see *What works to tackle child labour* on the next page.

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Steps 4 and 5

Track implementation and results, and communicate how impacts are addressed

We can help you assess the effectiveness of your prevention and remediation measures by supporting you to directly engage with rightsholders in your cocoa sourcing communities. We can also help you **to communicate** about your efforts with stakeholders and ICI's member reporting mechanism offers a framework for members to measure impact on the ground and to communicate results.

What works to tackle child labour

Examples of prevention and remediation activities that address the root causes of child labour and forced labour include:



- **Improving access to quality education** by supporting children to attend and stay in school, through providing books and uniforms, improving education infrastructure such as school classrooms, canteens and toilets, and providing support for out-of-school children to catch up and re-enter the school system.



- **Enrolling young people in apprenticeships** provides them an opportunity to learn a trade, become more financially independent in the future, and helps them provide additional support to the household.



- **Supporting farming families to diversify their income** by helping them set up additional livelihood activities, save money and access loans. This reduces dependency on cocoa alone, boosts resilience and can help to empower women.



- **Improving access to adult labour and decent work opportunities** by training and equipping farmer support groups to provide services at an affordable rate, reducing the risk that farmers ask their children to do hazardous work.



- **Raising awareness** among farmers, their families, and communities about the dangers of child labour and forced labour.

About ICI

ICI is a world leading multi-stakeholder initiative with offices in Côte d'Ivoire, Ghana, and Switzerland advancing the elimination of child labour and forced labour in the cocoa sector by uniting the forces of the cocoa and chocolate industry, civil society, farming communities, governments, international organisations and donors.



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