



International
Labour
Organization



Code of Conduct

Guiding Against Child Labour
for Businesses in Nigeria



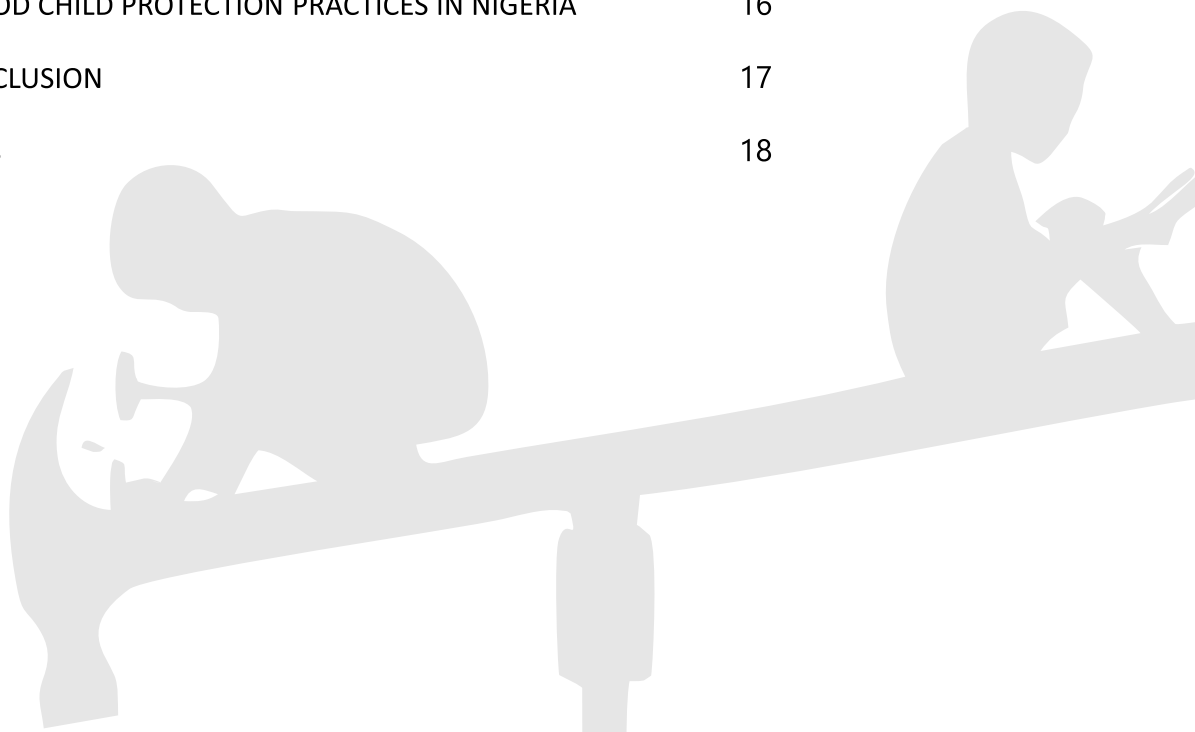
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ACRONYMS

CRA	Child Rights Act
ILO	International Labour Organization
MNE	Multinational and National Enterprises
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations Children Education Fund



PART ONE - BACKGROUND

1. Introduction

This document provides codes of conduct to guide private-sector organizations in Nigeria in protecting the rights of working children in Nigeria. These codes are in compliance with relevant ILO Standards, Nigeria Labour and Child Rights Acts and extend beyond the traditional focus areas of child labour and philanthropy. All companies in Nigeria are expected to include a statement of their commitment to fulfill their responsibilities as stated in these codes of conduct.

1.1 DEFINITION OF A CHILD

The ILO Minimum Age Convention allows States Parties to stipulate in a declaration appended to their ratifications that children must be at least 15 years old ¹ and in some peculiar circumstances not less than 14 years² to be admitted to employment within the territories. However, the age limit for the admission of children to employment may subsequently be raised by a further declaration³. Nonetheless, article 3 (1) of the Minimum Age Convention provides that where the health, safety and the morals of children are likely to be jeopardized the minimum age for employment shall not be less than 18 years. Under article 3 (3) of the ILO Minimum Age Convention, children who are not less than 16 years may be employed in works envisaged by article 3 (1) provided their health, safety and morals are adequately protected and they have either been specifically trained or instructed on how to handle such works.

1.2 RIGHTS OF WORKING CHILDREN

The rights of the working child are codified in the Nigerian Labour Act of 1990, Part III (Special Classes of worker and Miscellaneous Special Provisions) within the rights of Young Persons (Sections 59 to 64). The provisions are summarized in Table 1.

Table 1: Rights of Working Children – Labour Act of 1990

1	No child shall	☐ be employed or work in any capacity except where he is employed by a member of his family on light work or ☐ be required in any case to lift, carry or move anything so heavy as to be likely to injure his physical development.
2	No young person under the age of fifteen years	☐ shall be employed or work in any industrial undertaking
3	A young person under the age of fourteen years may be employed only	☐ on a daily wage; ☐ on a day-to-day basis; ☐ so long as he returns each night to the place of residence of his parents or guardian or a person approved by his parents or guardian:
4	No young person under the age of sixteen years shall be	☐ employed in circumstances in which it is not reasonably possible for him to return each

¹ Minimum Age Convention, 1973, No 138; article 2 (3).

² Ibid., article 2 (4). This Convention permits states parties with weak economy and insufficiently developed educational facilities to initially specify the age of 14 as the minimum for the admission of children to employment.

³ Minimum Age Convention 1973, No 138, article 2 (2)

		day to the place of residence of his parent or guardian except with the approval of an authorized labour officer and written contract.
5	No young person under the age of sixteen years shall be employed	☐ to work underground ☐ on machine work ☐ on a public holiday.
6	No young person shall be employed	☐ in any employment which is injurious to his health, dangerous or immoral.
7	No person shall continue to employ	☐ any young person under the age of sixteen years after receiving notice either orally or in writing from the parent or guardian of the young person that the young person is employed against the wishes of the parent or guardian.
8	No young person under the age of sixteen years	☐ shall be required to work for a longer period than four consecutive hours or permitted to work for more than eight working hours in any one day.
9	Young persons over the age of sixteen years may be employed during the night ⁴ in the following industrial activities	☐ in the manufacture of iron and steel ☐ glass works; ☐ manufacture of paper; ☐ manufacture of raw sugar; ☐ gold mining reduction work
10	Young persons over the age of sixteen may be employed during the night in cases of emergency which	☐ could not have been controlled or foreseen; ☐ are not of a periodical character; ☐ Interfere with the normal working of an industrial undertaking.
11	No young person under the age of fifteen years shall be employed in any vessel, except where	☐ the vessel is a school or training vessel.
12	No young person shall be employed in a vessel as a trimmer or stoker:	☐ Provided that, where a trimmer or stoker is required in a place in which only young persons are available, young persons of and over the age of sixteen years may be employed in that capacity.
13	No young person shall be employed in any vessel	☐ other than a vessel in which only persons of his family are employed.
14	Every employer of young persons in an industrial undertaking shall keep	☐ A register of all young persons in his employment with particulars of their ages, the date of employment and the conditions and nature of their employment and

⁴ Night means a period of at least twelve consecutive hours, including in the case of young persons under the age of sixteen years, the interval between ten o'clock in the evening and six o'clock in the morning; and in the case of young persons over the age of sixteen years but under the age of eighteen years, a prescribed interval of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning.

Source: Adopted from Labour Act Federal Republic of Nigeria 1990

1.4 CONTEXTUAL CHILDREN'S RIGHTS AND BUSINESS PRINCIPLES

Nigeria domesticated the Convention on the Rights of the Child through the 2003 CRA⁵, which essentially expanded the human rights bestowed on citizens in Nigeria's 1999 constitution to children.⁶ Table 2 summarizes its provisions.

Table 2: Children's Rights – Child's Right Act 2003

Part	Provision
I	Decrees that when a child is concerned, their best interest is to take precedent. It states that the parent or legal guardian is obligated to give the child basic protection
II	Specifies that Article IV of Nigeria's 1999 constitution or any other federal law which details fundamental rights should be seen as being part of the Act. The Article details the rights, freedoms and responsibilities of children, and specifies the right of the child to survival, a name, family life, private life, dignity, recreation, cultural activities, health services and education
III	Outlines the ways in which a child shall be protected. These include protection from child marriage and the punishments for the adult parties involved. Other provisions include protection from harm (including being marked with tattoos), sexual violence, exploitative labour, and enlistment in any military operation.
IV	Lists the reasons why a child assessment order may be sought and the reasons and duration for which emergency protection orders shall be provided to a child. It also makes clear the obligations of the state government when it is disclosed to that institution that a child is being harmed.
V	Indicates the circumstances in which a child shall be brought to court in order to determine if he/she needs protection. This part also stipulates the type of person who shall be allowed to make such a decision using the guidelines detailed in this section.
VI	Enumerates the ways and manner in which a court must proceed after a child assessment order is made.
VII	Allows for the court to use paternity tests in order to make decisions in civil proceedings when it is unclear who the parents of a child are.
VIII	Shows how decisions should be made about custody of a child.
IX	Details who is allowed guardianship and the ways in which guardianship over a child may be transferred from one adult to another.
X	Establishes how a child becomes a ward of the court, that there may be payments required of a previous guardian for the "maintenance" of the child, and the rules regarding how a child may be released back into the custody of a guardian.

⁵Ogunniyi, D (2018). "The Challenge of Domesticating Children's Rights Treaties in Nigeria and Alternative Legal Avenues for Protecting Children". *Journal of African Law*. **62**: 447–470 – via Cambridge university press.

⁶United Nations (2010). "Written replies by the Government of Nigeria to the list of issues (CRC/C/NGA/Q/3-4) related to the consideration of the third periodic report of Nigeria (CRC/C/NGA/3-4)". Convention on The Rights of the Child: 2–5.

XI	Outlines the circumstances in which a child may be fostered, the way in which an adult may apply to foster a child, and the rules the adult fostering the child must adhere to.
XII	Requires that each state of Nigeria create a system for adoption services. This part also outlines the process of applying for adoption and stipulates that the person wishing to adopt a child must reside within the state that the child already lives.
XIII	Establishes a right to legal counsel for all children, and devises safeguards (such as the withholding of the child's name, school pictures or any identifying features) within trials which are meant to protect the child.
XIV	Mandates that every state in Nigeria creates documentation which shall track the names of the children being supervised as well as the names of the individual nannies or daycare providers who are tasked with watching the children. This clause also grants the government the power to inspect any premise in which "childminding" occurs.
XV	Outlines the instances where a state government is required to step in to protect the welfare of children.
XVI-XVII	Indicate the types of housing that may be established to house children, it could be in the form of community homes and housing for children who are under the care of the government, voluntary homes, and registered children's homes
XIX	Establishes that a minister may grant the inspection of children's homes for the reasons listed in the clause
XX	Grants children the right to privacy in the court system. This part makes it clear that children are to be tried through the child justice system and not the courts where adults are tried. It provides that there must be individuals trained specifically to handle children within the Nigerian Police Force (NPF). This section outlines the procedures from a child's arrest to his/her treatment in an institution.
XXI	Stipulates the means by which "supervision officers" are appointed as well as the duties of the specially appointed officers.
XXII	Specifies that this act allows for the minister to create specific institutions meant to meet the needs of children. These centers include (but are not limited to) Children Residential Centers, Emergency Protection Centers and Children Correction Centers.
XXIII	The Federal Government re-inaugurated the National Child Rights Implementation Committee (NCRIC), to boost the observance and popularization of the provisions of the Child's Rights Act, Act 2003. The function of the committee is to take actions which will lead to the observance of the act itself as well as other human rights treaties Nigeria has signed onto.
XXIV	Labeled as "miscellaneous," touches on some of the legal consequences that corporations may face for not following this act.

Source: "Child Rights Act, 2003". Government of Nigeria: 451–673.

1.5 CHILD LABOUR

Child labour refers to any work that deprives a child of its childhood and right to education or is detrimental to the physical, mental, moral, and social well-being of the child⁷. Hence, any vocation that is exploitative and/or injurious to different aspects of the developing personality of a child sum to child labour. To determine when a child is involved in child labour, the list of indices to be considered include the following:⁸

- Commencement of full-time work at too early an age;
- Too many hours spent on work within or outside the family leading to excessive fatigue;
- Depriving children of their rights to education where schools are available or interfering with their education;
- Participating in work that results in excessive physical, social and psychological strains on the child;
- Too much responsibility for a child;
- Work that does not facilitate the psychological development of the child, for example, dull repetitive tasks which do not stimulate a child's creative abilities etc.

Vocations that may be harmful to the health, safety, and development of children include mining and quarrying, manufacturing, construction, electrical fixtures, sanitary services, transportation, storage and communication services, and other agricultural activities (primarily commercial agriculture)⁹.

Notably, "light work" done by children is not synonymous with child labour. Light work refers to any work that does not interfere with a child's health, development and regular school attendance¹⁰. Examples are domestic chores (e.g. washing clothes and utensils), supervised training and artistic endeavors.

1.6 EFFECTIVE ABOLITION OF CHILD LABOUR: MINIMUM AGE AND WORST FORMS¹¹

Child labour impacts, particularly the most despicable forms of child labour, can be found throughout the supply chain, in the practices of subcontractors, and in the local communities surrounding certain types of company operations. While companies may not always have contractual or commercial relationships with the entities responsible for child labour impacts, the impacts may be linked to a company's operations, products, or services through a business relationship. This type of "linkage" situation will be the leading source of child labour risks for such businesses. Companies in Nigeria must take steps to eliminate hazardous child labour and limit the working hours of any child under the age of 18 to ensure that they do not work more than the number of hours allowed by national law for light and regular work¹².

The ILO calls on all Multinational and National Enterprises (MNE) to respect the minimum age for admission to work or employment and take immediate and effective measures to secure

⁷ Child Labour Laws in the United States, P.2.

⁸ The situation of working children and street children (1980)/UNICEF/CRP. p. 3.

⁹ ILO Worst Forms of Child Labour Convention No 182 of 1999; articles 3 and 7 (2) (a) respectively.

¹⁰ ILO Minimum Age Convention, article 7 (1).

¹¹ ILO-MNE Declarations: What's in it for workers? - your guide to the MNE declaration 2017.

¹² ILO-IOE Child Labour Guidance Tool for business.

the prohibition and elimination of the worst forms of child labour. The MNE Declaration recommends government, in consultation with employers' and workers' organizations, to develop a national policy designed to ensure the effective abolition of child labour.

Employers' organizations can contribute to the development of national policies against child labour, lobby for the effective abolition of child labour, and advise their members on child labour legislation. Employers' organizations can also advise their members on supplier hiring policies, particularly those of suppliers in the informal economy. Furthermore, employers' organizations can join forces to eliminate child labour among their members in a given country, region, or industry.



2. Children’s rights in business policies and codes of conduct

Children’s rights can be integrated in company’s statements of business principles, codes of conduct or other values-related corporate commitments and policies. This commitment could be in the form of a stand-alone statement or a specific child protection policy or code of conduct. The obligation to children’s rights should stipulate expectations for personnel, suppliers, customers, business partners and others who are directly linked to business operations, products and services.¹³

2.1 ENQUIRIES TO REFLECT

The following enquiries will help companies examine the level to which its existing policy commitments integrate children’s rights:

- ☐ Is an obvious obligation made to respect children’s rights with reference to the Children’s Rights and Business Principles and/or the Convention on the Rights of the Child?
- ☐ Has duty for addressing children’s rights been assigned to a representative of the appropriate area within the company – for instance, corporate social responsibility, procurement, marketing, product development or security – and to what degree?
- ☐ Has the company integrated children’s rights considerations into corporate due diligence processes, such as risk or impact assessments and reporting mechanisms?

2.2 INTEGRATING CHILDREN’S RIGHTS IN BUSINESS POLICIES AND CODES OF CONDUCT

The integration of children’s rights¹⁴ in business policies and codes of conduct can be achieved in the following ways:

- ☐ Entrench children’s rights considerations within the company’s business functions;
- ☐ Guarantee that children are regarded as equal stakeholders and that children’s rights are considered within human rights programs;
- ☐ Ensure that supporting and respecting children’s rights become part of the organizational culture of every company;
- ☐ Offer direction to managers and employees in relation to matters that may influence the rights of children;
- ☐ Ensure that suppliers, customers and other business partners are well educated on the special deliberations mandatory to protect children from possible risks;
- ☐ Guarantee that children’s rights are properly communicated in the company;
- ☐ Confirm that children’s rights are encouraged in the value chain by stipulating proper and improper product use by customers and other users to ensure respect for children’s rights.¹⁵

¹³ UNICEF and Save the children (2013). “Children’s rights in policies and codes of conduct”.

¹⁴ Children’s rights are outlined by the Convention on the Rights of the Child, and the International Labour Organization’s Convention No. 138 on Minimum Age and Convention No. 182 on Worst Forms of Child Labour.

¹⁵ UNICEF and Save the children (2013). “Children’s rights in policies and codes of conduct”.

2.3 PROCEDURE FOR INTEGRATING CHILDREN’S RIGHTS

The following items can guide a company to get started in integrating children’s rights into its policy framework:

- Internal and external stakeholders should be included in the process to integrate children’s rights considerations.
- The greatest areas of risk and opportunity for affecting children’s rights should be prioritized.
- The company should work with suppliers, customers and business partners to identify their potential risks to children’s rights.
- Institute policies and codes of conduct to identify coverage of priority children’s rights issues for the company and where there are gaps (for example, policies and codes of conduct relating to human rights, health and safety, privacy, marketing, supplier, procurement and ethics).
- Obtain senior-level commitment, assign senior management duties, and assign responsibilities and resources for addressing issues related to children
- Safeguard efficiency by implanting children’s rights policies within the company’s procedures and culture. This can be carried out through appropriate training, leadership encouragements, and accountability structures, as well as in the terms of business relationships.

PART THREE – CODES OF CONDUCT

3. The Codes of Conduct¹⁶

This Code of Conduct sets out the principles that shall guide the protection of working children in Nigeria. This principle-based approach is intended to maintain and enhance consistency, fairness, transparency, accountability and diversity in recruitment practices.

This Codes of conduct should be openly accessible, communicated internally and externally; receive sign-off from the highest position in the company; and be embedded in all relevant policies and procedures. This Code applies the principles of transparency, fairness and mutuality of benefits as it relates to relationships among businesses, prospective employees, employers, host communities, the public employment agencies and other governmental agencies. The guiding principles of this Code of Conduct are as follows.

3.1 PRINCIPLE ONE

Business Principle 1: All businesses should meet their duty to respect children's rights and commit to supporting the human rights of children.

Companies in Nigeria should have the following elements in their management system to help prevent and address child labour impacts:

- ☐ **Element 1:** Responsibility to respect children's rights: All businesses in Nigeria should have a policy commitment that addresses children's rights embedded throughout the organization.
- ☐ **Element 2:** Due diligence processes for human rights that include: i) impact assessment, including of risks of child labour; ii) translating results from assessments into actions; iii) performance tracking; and iv) preparedness for conveying information about performance.
- ☐ **Element 3:** Processes for remediation, including grievance mechanisms at the operational level.

Companies may choose to integrate these elements into pre-existing company systems or they may be part of a stand-alone system for managing human rights risks. These elements should focus on the risk of child labour to children rather than the risk to businesses alone. The size of the company, ownership, structure, business nature, and country of operation will shape the implementation of these elements. Additionally, the degree to which child labour is a "salient human rights" issue will influence the implementation of these elements. Salient human rights issues refer to human rights that face the risk of the most severe adverse impacts through a company's activities or business relationship. The salience of the issue rises where there is a high probability of an impact occurring. Nevertheless, although salience focuses on the severity of the harm to people, impacts of high severity and low likelihood should still be a major priority.

The severity of an impact is evaluated using three factors:

- ☐ Scale: the intensity of the impact in affected individuals
- ☐ Scope: the number of affected persons

¹⁶ Sources consulted include UNICEF and Save the children (2013). "Children's rights in policies and codes of conduct".

- Remediability: Constraints on the ability to restore affected persons to their preexisting situation

Key elements of child's right should be integrated into existing human rights and other related policies and codes of conduct. Companies should:

- Include an obvious obligation to respect children's rights;
- Properly define children's rights as contained in the Convention on the Rights of the Child;
- Stipulate and prioritize labour and non-labour child rights issues;
- Include an obligation to support the advancement of specific children's rights through the application of core competencies and/or influence with business partners and other key stakeholders.

3.2 PRINCIPLE TWO

Business Principle 2: Contribute to the elimination of child labour, including in all business activities and business relationships.

There should be no new recruitment of child labor, and where it exists, there should be provision to educate the child until he or she becomes an adult. To prevent new recruitment, all companies should state the minimum age for employment in line with Nigerian law or international standards (whichever is higher). Where permitted by Nigerian law, the company, or the supplier or subcontractor, may employ children below the minimum age, for example children between ages 16 and 17 where the minimum working age is 18 years and between 14 and 15 where the minimum working age is 16, to perform a few hours of light work per day. 'Light work' must involve simple, limited tasks performed under adequate adult supervision – and it must not interfere with children's educational opportunities. Companies should also outline actions for monitoring along with mitigation measures to be taken if violations occur. If the supplier becomes aware that it is using illegal child labour, it should ensure that the affected children are enrolled in a remediation program, rather than being dismissed from employment. Companies should focus on supporting programmes and initiatives that contribute to the elimination of child labour.

3.3 PRINCIPLE THREE

Business Principle 3: Provide decent work for young workers

Companies should not hire young workers to perform any type of hazardous work that is likely to jeopardize their health, safety or morals. Reference should be made to ILO Convention 182 and 138 on the elimination of hazardous labour and specify the types of work young workers may or may not conduct. In cases where young workers are exposed to hazardous labour, they should be offered suitable alternatives such as a transfer to lighter work in a safer work environment. To achieve this, companies should:

- Develop a policy of cooperative action with suppliers that focuses on capacity building, support, and continuous improvement of the work environment.
- Describe the commitment to build capacities of companies to proactively manage children's rights issues or to empower workers to secure their workplace rights and take responsibility for safety.
- Specify decent working conditions and provisions for young workers and student workers (below 18 years).

- Specify zero tolerance of harassment and exploitation of young workers, and the measures in place to protect them from discrimination, violence and abuse.

3.4 PRINCIPLE FOUR

Business Principle 4: Organizations must ensure the protection and safety of children in all business activities and facilities. To achieve this, they must:

- Establish and impose a zero-tolerance policy on violence, exploitation and forms of abuse of children, not limited to sexual exploitation;
- Ban use of company facilities, credit cards and business accounts for purchasing child abuse images on the Internet or for paying for sexual tourism when travelling;
- Require suppliers and business partners to adopt similar elements in their codes of conduct as a prerequisite for doing business.

3.5 PRINCIPLE FIVE

Business Principle 5: Ensure that products and services are safe and that companies seek to support children's rights. All businesses in Nigeria must:

- Define how the company's policies align with relevant national child rights laws;
- Describe quality assurance processes and governance on product testing and safety for children;
- Detail how customers are informed of the appropriate way to use products and how to protect children from harm, as well as being alerted to associated child safety risks;
- Defend children's right to privacy and prohibit any sharing of personal data without parental permission;
- Define how the company is working to mitigate any misuse of products or services that is harmful to children.
- Develop terms and conditions or acceptable use policies to explicitly state the company's position on misuse of its products or services that may involve exploitation or abuse of children.

3.6 PRINCIPLE SIX

Business Principle 6: Companies should only engage in marketing and advertising that respect and support children's rights. They should:

- Affirm the company's commitment to responsible marketing and product labelling that ensures parents and children are empowered to make informed choices;
- Safeguard age-appropriate representation of children in all media platforms;
- Avert the sexualization of children and young people;

3.7 PRINCIPLE SEVEN

Business Principle 7: Companies must respect and support children's rights in relation to the environment and to land acquisition and use. They should:

- Describe the company's commitment to minimizing and mitigating environmental risks that may have an impact on children's health;
- Describe how resources will be managed to ensure that children and their families have access to resources, and that their livelihoods and basic services are not affected.

3.8 PRINCIPLE EIGHT

Business Principle 8: Companies must respect and support children's rights in security arrangements. They should:

- Exclude the recruitment or use of children in security arrangements, either directly or indirectly through security providers;
- Outline a strict code of conduct against physical punishment or child abuse, and describe the disciplinary proceedings against any security personnel who have perpetrated such abuse;
- Provide details on how child protection elements are included in human rights training for security personnel and outline procedures for dealing with children who have allegedly committed a crime on company property;
- Prohibit the hiring of personnel who have committed violations against children's rights

3.9 PRINCIPLE NINE

Business Principle 9: Companies must provide help and protect children affected by emergencies. They should:

- Describe the special precautions the company takes to safeguard children's rights in conflict-affected areas;
- Outline awareness-raising and training for employees and business partners on respect for human rights, including children in conflict-affected areas;
- Plan needs specific to children in contingency planning policies for emergency situations that occur as a result of business operations;
- Describe how the company supports children affected by crises in collaboration with local authorities and humanitarian agencies, based on locally defined needs and commonly recognized good practices.

3.10 PRINCIPLE TEN

Business Principle 10: All businesses in Nigeria must reinforce community and government efforts to protect and fulfill children's rights. They should:

Commit to ensuring the best interests of children in all community investment initiatives; ensure that their companies are involved in public services contracts in the social sector (e.g. education, health care, water supply), commit to following and applying government and service norms to ascertain that vulnerable children have access to essential services.

PART FOUR – GOOD CHILD PROTECTION PRACTICES IN NIGERIA

The British American Tobacco Nigeria (BATN) in its Code of conduct instituted a policy of zero tolerance for child labour among its farmers. To ensure full compliance, every farmer must provide a document which shows their children attended school during growing seasons. To validate the document, unannounced spot checks are made by the company to check for child labour on the farms in its supply chains. The BATN also provides scholarship for farmers' children (18 years and above) to study at any Nigerian tertiary institution to serve as incentive for the farmers to send their children to primary and secondary school. BATN also makes farmers within the supply chain undergo Social Responsibility in Tobacco Production (SRTP) assessments which contain a section on child labour.

Nestle tackles child labour among its farmers through Child Labour Monitoring and Remediation System (CLMRS). This works in 6 steps; i) home visit to farmers; ii) identification of children at risk of child labour; iii) information entered into the data base; iv) follow up with the family to discuss what the children are not supposed to do; v) remediation where help is provided for the child, family or community as appropriate; and finally, vi) measuring the impact (how many children have been prevented from child labour).

Other examples of good practices to end child labour in business include:

- ☐ Introduction of child labour diligence in business operations
- ☐ Establishment of apprenticeship program for children age 15-17 by offering a decent work alternative to reduce the rate of child labour.
- ☐ Partnership with child related organizations, CSO or NGOs

PART FIVE – CONCLUSION

Children laboring in domestic work are objects of exploitation in terms of toiling for long hours for minimal pay or modest food and shelter. Their work conditions are rather severe, often not providing the stimulation needed for proper physical, mental, and emotional development. They are deprived of the simple joy of childhood, relegated instead to a life of toil. However, there are problems with the intuitive solution of immediately abolishing child labour to prevent such an abuse and exploitation.

The immediate elimination of child domestic work, however, may hinder the livelihood and education of some child domestics if other necessary measures to improve the community's quality of life are not put in place. This is because many of the children are working in order to survive, and for some their work allows them to be able to afford schooling costs. Until the deeper reasons for children working can be corrected, conditions of child domestic work must be changed to remove these activities from the worst forms of child labour category, respect children's rights, and abide by minimum age laws.

Companies in Nigeria should be committed to protecting the rights and well-being of its children. There is an urgent need to formulate socio-economic strategies that enable children not to forsake their education and parental care for domestic jobs that contribute little to their preparation for the future, and provide no useful experience towards enhancing their social mobility and personal development.

Glossary of Terms

Term	Definition
Business Partner	A person or commercial entity which has some kind of alliance with another person or commercial entity.
Business Policies	Guidelines developed by an organization to govern its actions
Child labour-related issues	Challenges that arise when children engage in work that is harmful to their physical and mental development (child labour).
Child Right Act (2003)	This is the law that guarantees the rights of all children in Nigeria.
Children's Rights	These are human rights specifically adapted to the child because they take into account their fragility, specificities and age-appropriate needs.
Codes of conduct	Practical guidelines for public authorities, employers, workers, enterprises, and bodies that guides their mode of operation
Codify	To present laws or rules into a formal system for people to follow
Constitution	A body of fundamental principles or established precedents according to which a state or other organization is acknowledged to be governed.
Custody	The right or duty to care for a child
Domesticated	Making a legal instrument recognized and enforceable in a jurisdiction foreign to the one in which the instrument was originally issued or created.
Employment	The state of having a paid job
Entrench	To firmly establish a law/ideal so it can't be changed
Foster	To take care of a child, usually for a limited time, without being the child's legal parent
Guardian	A person who has the legal right and responsibility of taking care of someone who is not responsible take care of his/her own care
Hazardous Works	Work which is likely to jeopardize the health, safety or morals of a child.
Human rights	These are basic rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.
Organizational structure	This is the pattern or network of relationships that exist among various positions.
Philanthropy	The desire to promote the welfare of others, expressed especially by the generous donation of money to good causes
Private-sector	The segment of a national economy that is owned, controlled, and managed by private individuals or enterprises.
Suppliers	A person or organization that provides a product or service.
United Nations Convention on the Rights of the Child	A legally-binding international agreement setting out the civil, political, economic, social and cultural rights of every child, regardless of their race, religion or abilities.
Value chain	This describes the full range of activities that convert inputs into outputs by adding value from conception, through the intermediary phases of production and delivery to final consumers, and final disposal after use.
Light work	Any work that does not interfere with a child's health, development and regular school attendance.
Subcontractor	A person who is awarded a portion of an existing contract by a principal or general contractor.
Underage	A person too young to engage legally in a particular activity
Mitigation	Reducing risk of loss from the occurrence of child labour

Remediation	Process of improving situation or correcting problems associated with child labour
Policies	A deliberate system of guidelines to guide decisions and achieve rational outcomes.
Disciplinary proceedings	Formal investigations that details adherence to professional standards of conduct.



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