

Child Protection and Prevention of Child Labor Policy

1. Purpose

Africa-Asia Impact recognizes the rights of children as enshrined in the UN Convention on the Rights of the Child and the ILO Conventions on child labor. We are committed to protecting children from all forms of exploitation and harm in our work and partnerships. This policy aims to ensure that none of our activities directly or indirectly contribute to child labor or violations of children's rights.

2. Definitions

- Child: Any person under the age of 18, in accordance with the UN Convention on the Rights of the Child.
- Child labor: Work that deprives children of their childhood, potential, and dignity, and that is harmful to their physical or mental development.
- Hazardous work: Work that interferes with schooling, involves physical danger, or constitutes exploitation.

3. Principles

- Africa-Asia Impact has zero tolerance for child labor in any form.
- We are committed to actively identifying and addressing risks of child labor in our projects and supply chains.
- We recognize that children have the right to protection, participation, and development – and that their best interests shall always come first.

4. Adolescents in Work (Aged 15–17)

Africa-Asia Impact acknowledges that adolescents aged 15–18 may engage in work as part of household responsibilities, apprenticeships, to support family income, or to build personal independence. Such work may be acceptable if it:

- is undertaken voluntarily and with the consent of a parent or guardian,
- does not interfere with schooling or access to education,
- is not physically or mentally harmful,

- does not involve night work or hazardous environments, and
- complies with national legislation and relevant ILO conventions.

We support initiatives that promote decent work for adolescents – including vocational training, mentorship programmes, and fair wages and conditions.

5. Prevention and Risk Mitigation

- **Due diligence:** All partner organizations and suppliers must approve and adhere to this policy. We assess risks in our project contexts and act proactively.
- **Training:** Staff, consultants, and volunteers receive an introduction to child protection and relevant guidelines at the outset.
- **Project design:** Projects must be designed with children’s best interests in mind – for example, by avoiding the unintended involvement of children in unpaid labour through their mothers’ participation.

6. Code of Conduct

- Staff and partners are strictly prohibited from engaging in inappropriate contact with children.
- Photos and personal information about children must not be used without informed consent and must always respect the child’s dignity and safety.
- No one should have unsupervised access to children unless this is authorized and relevant to project activities.

7. Reporting and Handling of Concerns

- Any concerns about a child’s safety must be reported immediately to Africa-Asia Impact’s management.
- We will cooperate with relevant local authorities in cases of suspected serious abuse or violations.
- A confidential reporting channel will be established.

8. Follow-up and Revision

- This policy will be reviewed at least every three years or in response to significant contextual changes.
- All partners must document their compliance with this policy and maintain their own internal mechanisms.