

## **REMEDICATION OF CHILD LABOUR AND YOUNG WORKERS**

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### History of document

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## 1. SCOPE

This procedure establishes criteria adopted to manage remedial actions in case child labour is used within the company or by suppliers or sub-suppliers.

## 2. DEFINITIONS

- **CHILD:** any person under 16 years of age, or still subject to compulsory schooling (law 977/1967, as amended by Legislative Decree 345/1999, which transposed Directive CEE 94/33)
- **CHILD LABOUR:** any work performed by a child (SA8000 Standard)
- **YOUNG WORKER:** any person between 15 and 18 years of age, which is no longer subject to compulsory schooling. (law 977/1967, as amended by Legislative Decree 345/1999, which transposed Directive CEE 94/33)

## 3. INITIATIVES FOR THE PROTECTION OF CHILD / YOUNG WORKERS

MICROTEST Srl undertakes to respect and disclose to interested parties, both internal and external, their commitment to not take advantage of child labour and to promote all actions aimed at the development of the culture of protection of young people at work.

In particular, MICROTEST SRL undertakes to:

- hire only people who are 18 years of age
- comply with collective labor agreements and all the legislation on the employment of minors and young people in the company
- comply with existing legislation on worker students protection
- to activate forms of collaboration with school and university institutions to facilitate training courses (internships in the company) aimed at facilitating the inclusion of young people in the workplace
- to promote forms of cooperation with non-governmental organizations (NGOs) to support policies to protect minors

During new prospect selection, the human resources head and the department chief must specify to selected recruiting company the legal age as mandatory and essential requirement for a possible future employment.

Just after the selection, during assumption, the HR office must verify the truthfulness of the registry data, asking an identify document copy, visa document (for non EU citizens) and those required by the National Collective Labor Agreement.

## 4. REMEDIAL ACTION

If, as a result of supplier audits, or through any other source of information, the company's staff becomes aware of child labor at the company or by suppliers or subcontractors, it immediately notifies the QMR. The latter opens a N.C. as it indicated in the procedure and proceeds to immediately notify the management.

Top Management (in collaboration with the QMR) undertakes to implement a series of remedial actions to protect the child and his family.

In collaboration with Telefono Azzurro association, just after the reporting of an underaged worker, the QMR immediately calls the 114 Infancy Emergency association (free h24).

The association intervention foresees a first evaluation during the phone call to estimate the report gravity.

In the case of exploitation of child labour, the Local Forces of the Order, the Local Labor Inspectorate and, in some cases, the General Department of Labor at the Ministry of Labor, are also activated.

When dealing with cases of serious exploitation, the Social Services and Regional Territorial Agencies are also activated to develop a personal and actual recovery of the child.

The remediation project identified must encourage in particular:

- a form of livelihood for the child and his or her family for lack of work by providing an alternative income to the family
- ensuring that the child can complete his / her compulsory education pathway, contributing to the payment of school fees, books, school transport
- try to include a child's family member in the company's organization, or alternatively support him in job search.

Top Management and the QMR undertake to identify ways and resources for the implementation of the remedy project.

If, as a result of supplier audits, or through any other source of information, the employees of the company become aware of the employment of young workers, the QMR must ensure by means of audits, etc. that the above workers:

- are employed only after having completed the school hours, if they are subject to compulsory education
- do not carry heavy work
- work in safety conditions and are not exposed to hazardous, hazardous or harmful situations for physical and mental health and for their development
- do not come into contact with dangerous equipment
- do not work for more than 8 hours a day
- the hours worked at school hours and those traveling to the school and the work do not exceed 10 hours.
- do not work during night shifts

Anyone who knows of violations of these conditions will have to open a nonconformity by giving immediate notice to the QMR. NCs are managed as indicated above.

## **5. LIST OF APPLICABLE STANDARDS AND CONVENTIONS**

### International references

- The United Nations Convention on the Rights of the Child (2 settembre 1990)
- ILO Convention 138 and Recommendation 146 (Minimum Age)
- ILO Minimum Age Recommendation, 1973 (No. 146)
- ILO Convention 182 (Worst Forms of Child Labour)
- ILO Worst Forms of Child Labour Recommendation, 1999 (No. 190)
- Convention on the Rights of the Child. Child Protection - UNICEF

### National references

- Law 17 October 1967, no. 977 Protecting the work of children and adolescents.
- D.Lgs 345/99 Protection of young people at work.
- D.Lgs 262/2000 Supplementary and corrective provisions of Legislative Decree 345/99 on the protection of young people at work
- Legislative Decree 77/2005 Definition of general rules regarding work-school alternation, pursuant to art. 4 L. 53/2003.
- L.157 / 81 Minimum age of access to work: 15 years in general, 13 for light work, 18 for heavy jobs (16 in special cases).
- Law 176/91 Art. 28: Right to Education; Art. 32: Protection against economic exploitation and harmful activities.
- L.148 / 2000 Prohibition and immediate action to eliminate the worst forms of child labour.
- Law 296/2007 (Financial 2007) Obligatory instruction given for at least 10 years (from 6 to 16 years) resulting in a 15 to 16 year old age increase for access to work (excluding the entertainment and sports sector).