



# Code of practice on preventing forced labour and trafficking in persons

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Shang Xiaoming  
China Enterprise Confederation  
Sub-regional knowledge sharing meeting  
Bangkok 12-14 November 2013



# Content

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- About the Code;
- Practice of the Code;
- Challenges.



# About the Code

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With the aims to:

- help companies manage and avoid the risk of association with forced labour and trafficking in their operations and within their supply chains, including legal risks and threats to company reputation and value.
- facilitate integration into global markets, promote sustainable enterprise and play an important role in strengthening international business relationships.



# About the Code

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Structured as:

- **Section I: Guiding principles to combat forced labour and trafficking in persons**, which are drawn from national legislation and international instruments;
- **Section II: Principles of implementation**, which identify the basic steps that employers can take to implement the code.



# About the Code

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## Section I:

- Legal compliance
- Freedom of employment
- Threat of violence, harassment and intimidation
- Termination of employment
- Labour contracts
- Coercion relating to wages
- Security payments and personal documents



# About the Code

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## Section I:

- Working hours and overtime
- Disciplinary measures
- Freedom of movement and personal freedom
- Skills development and vocational training
- Labour market intermediaries
- Prison labour



# About the Code

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## Section II:

- Commitment and responsibility
- Communicating, raising awareness and building capacity
- Human resource practices
- Assessment and corrective action
- Handling grievances
- Transparency and dialogue
- Application to suppliers and sub-contractors



# Practice of the Code

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## Awareness raising and advocacy:

- Denying elements for Excellent Enterprise on Harmonious Labor Relation Award;
- Denying elements for Excellent Entrepreneurs Award;
- CSR initiatives: Global Compact;
- Other important platform of CEA.





# Practice of the Code

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## Workplace:

- Disseminate the Code among member companies;
- Encouraging the integration of the principles into company's workplace practice;
- Workplace dialogue.



# Challenges

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- Lack of awareness at management level;
- Flexibility of law enforcement;
- Limited resources.



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Thank you for your Patience!