REBUILD AID FORENING

# CHILD PROTECTION, PREVENTION OF CHILD LABOUR AND YOUNG WORKERS POLICY

**VERSION 3.01**

This Child Protection, Prevention of Child Labour and Young Workers Policy establishes the standards, controls, and procedures that guide Rebuild Aid Forening in protecting children from exploitation, abuse, neglect, and harmful practices. It ensures compliance with international child rights standards, labour regulations, donor requirements, and safeguarding obligations while promoting the safety, dignity, education, and well-being of children and young workers in all organisational activities.

The policy applies to all staff, volunteers, board members, partners, contractors, suppliers, and other representatives of Rebuild Aid Forening.

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# 1. Purpose

The purpose of this Child Protection, Prevention of Child Labour and Young Workers Policy is to ensure that Rebuild Aid Forening conducts all activities in a manner that respects, protects, and promotes the rights, safety, dignity, and well-being of children and prevents any direct or indirect involvement in child labour, exploitation, abuse, neglect, trafficking, or harmful work practices.

This Policy establishes the principles, responsibilities, standards, and procedures required to prevent child labour and protect children throughout Rebuild Aid Forening's programmes, operations, partnerships, procurement activities, supply chains, and grant-funded interventions.

Rebuild Aid Forening is committed to upholding internationally recognised child rights standards, including:

- The United Nations Convention on the Rights of the Child (UNCRC);
- International Labour Organization (ILO) Convention No. 138 on Minimum Age;
- ILO Convention No. 182 on the Worst Forms of Child Labour;
- Applicable Danish legislation;
- European Union regulations and standards;
- Relevant national laws in countries where Rebuild Aid Forening operates;
- Donor requirements and international humanitarian standards.

The objectives of this Policy are to:

- Prevent the use of child labour in any activity supported, funded, managed, or implemented by Rebuild Aid Forening;
- Protect children from exploitation, abuse, neglect, trafficking, forced labour, hazardous work, and other harmful practices;
- Ensure that implementing partners, suppliers, contractors, consultants, and service providers adhere to child protection and child labour prevention standards;
- Promote responsible procurement and supply chain management;
- Strengthen due diligence, monitoring, reporting, and accountability mechanisms;
- Support safe, inclusive, and child-sensitive programming;
- Ensure compliance with donor, legal, regulatory, and contractual obligations.

Rebuild Aid Forening maintains a zero-tolerance approach toward child labour, the worst forms of child labour, forced child labour, child trafficking, and any activity that places children at risk of harm or exploitation.

At the same time, the organisation recognises the social and economic realities that may exist in fragile, conflict-affected, and humanitarian contexts, including Afghanistan. Therefore, responses to identified child

labour concerns shall prioritise the best interests of the child, child protection, family well-being, access to education, and appropriate remediation measures rather than actions that may unintentionally cause further harm.

Through this Policy, Rebuild Aid Forening seeks to ensure that all programmes, partnerships, procurement activities, and organisational practices contribute to the protection of children's rights and support safe and dignified opportunities for young people consistent with international standards and applicable laws.

# 2. Scope and Applicability

This Policy applies to all activities, programmes, projects, partnerships, procurement processes, contracts, grants, operational practices, and organisational relationships undertaken, funded, managed, supported, or implemented by Rebuild Aid Forening.

The Policy is mandatory for:

- All Board members, staff, volunteers, consultants, interns, contractors, and representatives acting on behalf of Rebuild Aid Forening;
- All implementing partners, sub-grantees, consortium partners, and local partner organisations receiving funding, technical support, or delegated implementation responsibilities;
- All suppliers, vendors, service providers, contractors, and consultants engaged by Rebuild Aid Forening;
- All humanitarian, development, recovery, advocacy, capacity-building, and community-based programmes;
- All donor-funded projects, including those financed by CISU, DERF, Globuspuljen, foundations, embassies, municipalities, UN agencies, private donors, and other institutional funding sources;
- All procurement, contracting, recruitment, and supply chain activities conducted on behalf of Rebuild Aid Forening.

This Policy applies throughout the entire project and operational cycle, including:

- Programme design and planning;
- Community engagement and beneficiary selection;
- Recruitment and human resource management;
- Procurement and supplier selection;
- Partnership identification and due diligence;
- Project implementation and monitoring;
- Grant management and reporting;

- Audits, evaluations, and compliance reviews.

Particular attention shall be given to activities implemented in fragile, conflict-affected, humanitarian, or high-risk environments where children may face increased risks of exploitation, hazardous labour, trafficking, economic vulnerability, interrupted education, displacement, or other protection concerns.

All individuals and organisations covered by this Policy are required to:

- Respect and uphold the rights and best interests of children;
- Prevent child labour and other forms of child exploitation;
- Comply with applicable child protection, labour, safeguarding, and human rights standards;
- Report suspected child labour, exploitation, abuse, trafficking, or other child protection concerns;
- Cooperate with due diligence, monitoring, audits, investigations, and compliance reviews;
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necessary to protect children, uphold organisational values, and maintain compliance with applicable legal and donor requirements.

## 3. Definitions

For the purposes of this Policy, the following definitions shall apply:

### 3.1 Child

A child is any person under the age of eighteen (18) years, regardless of nationality, gender, ethnicity, religion, disability, migration status, employment status, or any other characteristic.

If you are a Rebuild Aid partner or grantor, you can access the full policy by contacting us.