



Policy on Child Labour

GUIDELINES

Policy Fact sheet:

Policy Owner:	Human Resource Department
Policy approve:	Global President, Narayan Seva Sansthan
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Scope:	This policy applies to all NSS Sadhak-Sadhika
Confidential	No- for internal use only
Policy status	Revision

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Child Labour Policy

1. Purpose

This policy aims to prevent and eliminate child labour within the NSS's operations and associated activities, ensuring compliance with applicable laws and best practices.

2. Scope

This policy applies to all individuals associated with the NSS, including staff members, volunteers, beneficiaries, consultants, donors, and other stakeholders. It covers all workplace settings, fieldwork, community engagements, and partner collaborations.

3. Prohibition of Child Labour

The NSS is committed to:

- Prohibiting the employment or engagement of individuals below the legal working age.
- Ensuring that all work environments are free from child labour practices.
- Conducting due diligence on partners, suppliers, and vendors to prevent child labour.
- Supporting educational and rehabilitative initiatives for affected children.

4. Responsibilities

- **All Members:** Adhere to child labour laws and report any violations.
- **Management & Leadership:** Implement strict measures to prevent child labour and ensure compliance.
- **Monitoring & Compliance Team:** Conduct regular audits, evaluations, and awareness programs.

5. Complaint Mechanism

- Any concerns regarding child labour must be reported promptly.
- The Monitoring & Compliance Team will investigate complaints and take necessary corrective actions.
- Mechanisms will be in place for child protection and reporting violations.

6. Protection Against Retaliation

The NSS strictly prohibits retaliation against individuals who report child labour concerns or participate in investigations.

7. Training & Awareness

Regular training sessions and awareness programs will be conducted to educate all members on child labour laws and ethical labour practices.

8. Confidentiality

All reports and investigations related to child labour concerns will be handled discreetly, with information shared only on a need-to-know basis.

9. Consequences of Non-Compliance

Failure to comply with child labour prevention guidelines may result in disciplinary actions, including termination and legal consequences.

10. Policy Review & Amendments

This policy will be reviewed periodically to ensure effectiveness and compliance with legal requirements.

Prepared By	Checked By	Approved By
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