

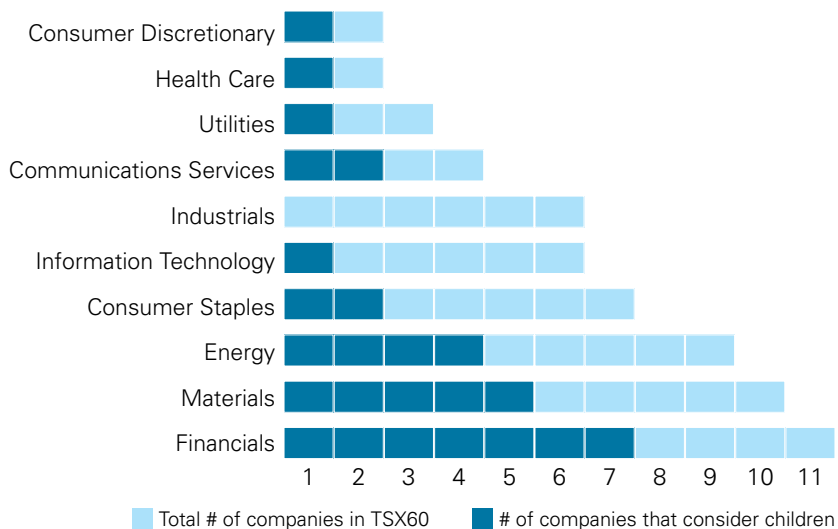


Principle 3: Provide Decent Work for Young Workers, Parents and Caregivers

The ILO estimates that there are 218 million children in employment, which includes both child labour and permitted forms of employment involving children of legal working age.

The Canadian Index of Child and Youth Wellbeing estimates that 28.2 per cent of adults with children under 18 in Canada have insecure employment, which can increase family stress, lower family income and decrease access to employer benefits and Employment Insurance. Children and young people in employment are particularly vulnerable to violence, exploitation and abuse. Yet due to their evolving level of maturity and experience, they often know little about their rights and are unable to speak up against abuse. Business policies and procedures should take into account young workers' needs for protection and provide a work environment that respects their rights without discrimination. The successful and smooth transition from school to work is important for young workers, communities, economies, and businesses. When developing policies to support families, all families should receive equal support towards being able to care for their children. Parental leave, breastfeeding policies and flexible workplace policies can enable parents and caregivers to support children during the crucial phase of early childhood. [ILO Convention 183](#) entitles a woman to a minimum 14 weeks maternity leave, and to daily breaks to breastfeed her child. Providing protection for mothers, including protection from workplace risks during pregnancy, to paid maternity leave and medical care, is a vital component in reducing absenteeism and increasing retention and productivity. An adequate living wage and fair employment terms and decent working conditions are also crucial.

TSX60 Companies that Consider Children in Relation to Decent Workplace Policies



Good Practice Examples

Several **Canadian banks** have implemented family-friendly workplace policies.

- BMO's *Back-up Child and Elder Care* programs offer employees a short-term solution when their child care or elder care plans fall through unexpectedly. The program provides up to 10 days of back-up child care, as well as up to six passes of elder care services per year.
- Scotiabank employees are provided with a paid membership to a Canada-wide *provider of daycare and back-up childcare* for children up to age 12, including 5 days of back-up child care per child, and discounts on full and part-time child care. Child and elder care expenses can also be reimbursed through the benefits plan's wellbeing account. All new parents in Canada (including biological, adoptive and same-sex parents) are eligible to receive a supplementary top-up to their employment insurance benefits for a six-week period, and employees on maternity leave receive an additional six week top-up (for a total of 12 weeks).

Relevant Frameworks



Global Compact
Network Canada

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.



- **8.5** Achieve full and productive employment and decent work for all women and men, including for young people
- **8.6** Substantially reduce the proportion of youth not in employment, education or training
- **8.8** Promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



The Canadian Index of
Child and Youth Well-being

- Getting injured at work
- Disengaged from learning and employment
- Living in poverty/severe poverty
- Having parents with insecure work