

3F International's Anti Child Labour Policy

The following specific policy is valid for 3F's international solidarity and development activities through 3F International only. The policy enters into force 1st of November 2025 and is expected to be reviewed in light of experience and lessons learned every second year.

1. Introduction

The basis for the human rights-based approach of the United Federation of Workers in Denmark (3F) is the UN's Universal Declaration of Human Rights §23, §24 and §25, the UN Convention on the Rights of the Child ([link](#)) and ILO Convention C138 on Minimum Age and Convention ([link](#)) and C182 on the Worst Forms of Child Labour ([link](#)).

3F recognizes children's right to a childhood and that all children under 18 have specific human rights to safety, health, education, protection, play, and full development.

The Declaration of Human Rights touch upon most aspects connected to the conditions on the labour market. These fundamental human rights are further reinforced by the fundamental ILO Conventions and the UN Convention on the Rights of the Child which aims to abolish child labour including slavery-like practices, sexual exploitation, involvement in illicit activities and work that is hazardous to a child's health, safety, or morals.

Working against child labour have for a long time been a focus for the trade union movement and is a central part of 3F's human rights-based approach.

2. Definition of child labour

3F International follows the ILO's definition on child labour¹ as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and/or
- interferes with their schooling by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

The ILO C138 stipulates that the minimum age for work in general cannot be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years. 18 years is the minimum age for hazardous work.

3. Commitment and procedures regarding child labour

In accordance with the above, 3F International will not employ any person under the age of 15 years or before the end of compulsory schooling for general work.

Furthermore, 3F will not work with any organisation or third party that do not respect the minimum working ages stipulated in ILO C138 and relevant national and international legislation. 3Fs partners will work to

¹ Link: [What is child labour | International Labour Organization](#)

ensure that they do not sell products or services produced by or based on child labor or dangerous, abusive or slave-like working conditions. Any form of deviation or suspicion thereof must be immediately reported to 3F, who is responsible for reporting to the Ministry of Foreign Affairs.

All partner organisations shall be explicitly informed that cooperation includes a binding provision stipulating that the implementing partner confirms that it shall abide by applicable national laws as well as applicable international instruments, including the UN Convention on the Rights of the Child and International Labour Organisation conventions, particularly C138 and C182).

3Fs partners are expected to practice due diligence in their value chains to prevent child labour and other breaches of core labour rights. 3F will offer assistance to partners in the development of due diligence systems.

In case child labour is found at a partner organisation or third party, 3F reserves the right to terminate the contract or other commitment without notice and without any financial compensation.