

Deloitte.

unicef 
for every child

Main results of the survey
What are companies doing
for children and adolescents in
Latin America?



Family-friendly policies in the workplace



29%

are equipped with **breastfeeding rooms**.



90%

guarantee **flexible working** hours to mothers to breastfeed or extract milk.



88%

have **flexible schedules** for future parents to attend medical appointments medical check-ups during the pregnancy period.



95%

have special **permits to attend** school meetings and events, as well as children's medical consultations



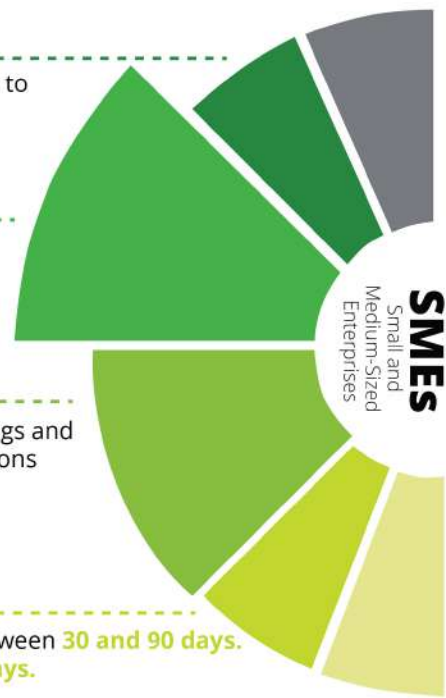
53%

have **paid maternity leave** between 30 and 90 days. Only 3% offer more than 90 days.

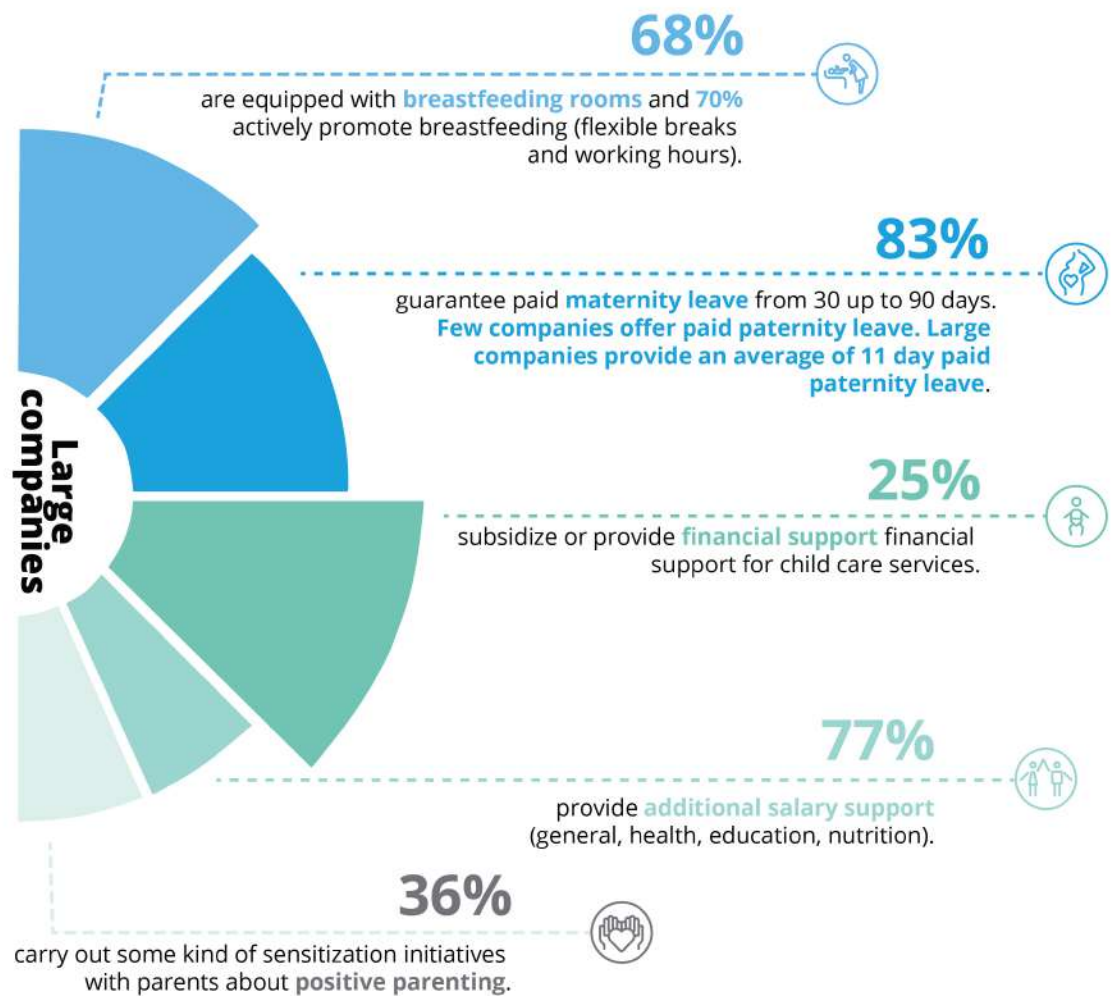


75%

carry out some kind of sensitization initiatives with parents about about **positive parenting**.



Family-friendly policies in the workplace



Prevention of violence against children.



50%

of companies targeting children through advertising and marketing techniques have policies in place that specifically protect children's rights, or are committed to industry standards and guidelines around the subject.

15%

of companies assess the values/messages they transmit to children and/or conducts training on the respect of their rights.



100%

of companies have explicit prohibition and mechanisms to prevent cases of child sexual exploitation (CSE) in their facilities.

93%

of companies collaborate with authorities to report cases of child sexual exploitation and train their employees to identify and report these cases.



93%

of companies within the tourism sector explicitly prohibit all forms of child labor across their supply chain.

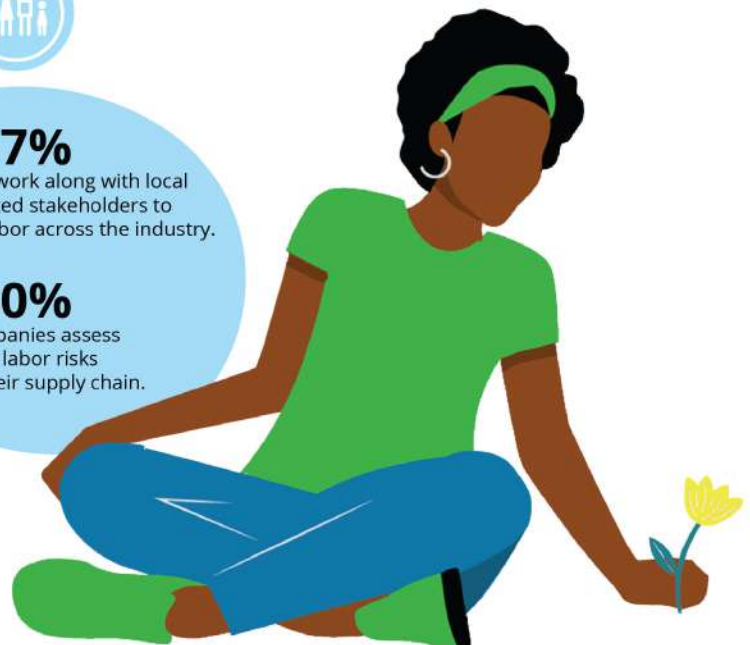


57%

of companies work along with local tourism-related stakeholders to eradicate child labor across the industry.

50%

of companies assess child labor risks across their supply chain.



skills development for adolescents and young people for their incorporation into the labor market

19%

of companies have complementary programs to **encourage the continuity of learning.**

Consulted adolescents and young people perceive the **private sector** as a **key player** for their transition to labor market.



35%

of large companies offer **career opportunities** for low-income youth.

34%

of SMEs provide such opportunities.

more than 1/3

adolescents and young people believe the **private sector requires skills and experience** they have not acquired yet.*

*Source: <https://www.unicef.org/lac/adolescentes-y-jovenes-de-la-region-nos-cuentan-que-habilidades-necesitan-aprender-para-su-futuro>. U_REPORT, UNICEF, 2022. Results should be interpreted as coming from participants with: internet access, reading, writing, and digital skills to navigate online; access to technological devices, and willingness to participate in the survey.

Corporate policies and business **due diligence**



78%

of large companies **have integrated a children's rights focused approach within their codes, principles, and operations.**

40%

of large companies **include children as a stakeholder group** in human rights-related due diligence. With respect to business due diligence, those companies have made minimal progress.

34%

of companies have **complaint mechanisms** in place to prevent, mitigate, and respond to risks associated to the impact of their operations on children.

43%

of companies **report on the impact of their social initiatives** targeting children in sustainability reports.



What does **UNICEF** recommend to companies to **make the workplace friendly** for parents, caregivers and their families?

Guarantee time through extended paid parental leave and **facilitate access** to affordable, accessible, quality child development centers.

Support breastfeeding with flexible working hours and appropriate spaces, and **ensure economic support** to caregivers and families with children.

Promote **positive and loving parenting** among employees through knowledge and education tools.

What does **UNICEF** recommend to companies to **encourage skills development for adolescents and young people** for their incorporation into the labor market?

Facilitate access to employment and job offers for adolescents and young people with scarce financial resources, in conflict with the law, or in a migration context.

Promote a holistic development of both technical and soft skills across **training, mentoring and internship programs** for a smooth transition to employment.

What does **UNICEF** recommend to companies to **prevent and eradicate violence** against children and adolescents in their operations?

Address all cases of child labor and child sexual exploitation within the company, as well as across its supply chain.

Harness the power of advertising and marketing to **promote positive messages**, and stop the social acceptance of violence against women and girls.

Cooperate with companies in the telecommunications and technology sector to **eradicate violence and sexual exploitation of children** in digital media.

What does **UNICEF** recommend to companies to identify, prevent, mitigate, and respond to the negative impact of their operations on children and adolescents?

Give visibility to children and adolescents and involve them in **corporate due diligence mechanisms** on human rights.

Financially contribute towards the **management and/or mitigation of adverse impacts** on children and adolescents.
