



Sustainability

Social Dimension



Scheme Year 2013



Sustainability in the social dimension

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Gafta recognises the importance of sustainability in its wider context of the long term maintenance of responsibility, which has environmental, economic and social dimensions. The Brundtland Commission of the UN in March 1987 defined the term sustainability as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”.

This code of practice sets out a number of sustainability standards in society (social) sustainability to be attained and possible for certification.

The intention of this code is to promote good performance in these areas with a commitment to continuous assessment and improvement.

This code applies to the applicant company and those that supply that company with goods and services. ie the applicant company undertakes that they comply with these requirements in their own operations and that they only procure goods from, and use only third party suppliers of services that meet these standards.

Individual principles [P] under each heading are described and some indicators of compliance [C] listed. The nature of the principles enables parties a degree of freedom and flexibility as to how they are able to demonstrate compliance with each. Where a principle does not apply these may be marked by the assessor as Not Applicable (N/A) and not affect the ultimate certification.



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<p>1.0</p>	<p>SOCIAL DIMENSION</p> <p>The following codes and conventions form the basis of this part of the CoP</p> <ul style="list-style-type: none"> • Ethical Trade Initiative Base Code (ETI) • International Labour Organisation Conventions (ILO) <p>Strategic objectives:</p> <ul style="list-style-type: none"> To improve working conditions for all To improve health and safety in the workplace To stamp out unfair and discriminatory practices <p>Sellers and suppliers of goods and services agree that:</p>
<p>1.1</p>	<p>FREEDOM OF ASSOCIATION</p> <p>[P] there is a fundamental right for workers and employers to establish and freely join organizations of their own choosing. Workers' and employers' organizations shall organize freely and not be liable to be dissolved or suspended by administrative authority, and they shall have the right to establish and join federations and confederations, which may in turn affiliate with international organizations of workers and employers. They shall be independent and voluntary in character and shall remain free from all interference, coercion or repression.</p> <p>[C] Evidence that labour organizations are in existence. Evidence that workers and employers are not discriminated against for establishing and joining organizations for the purpose of protecting their interests. Access is available to information and resources necessary to carry out these functions.</p>
<p>1.2</p>	<p>COLLECTIVE BARGAINING</p> <p>[P] Freedom of association ensures that workers and employers can associate to efficiently negotiate work relations. Combined with strong freedom of association, sound collective bargaining practices ensure that employers and workers have an equal voice in negotiations and that the outcome will be fair and equitable. Collective bargaining allows both sides to negotiate a fair employment relationship and prevents costly labour disputes. Workers representatives are not discriminated against and have freedom to carry out their representative functions in the workplace. Where such rights are restricted by law, employers facilitate parallel means for bargaining.</p> <p>[C] Evidence of consultations between workers representatives and employers regarding fair and equitable working practices.</p>
<p>1.3</p>	<p>FORCED LABOUR</p> <p>[P] forced labour is universally condemned as a serious violation of a fundamental human right, it is a leading cause of poverty and a hindrance to economic development. All forms of forced or compulsory labour are prohibited, which is defined as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily."</p> <p>This fundamental principle prohibits forced or compulsory labour as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system; as a method of mobilizing and using labour for purposes of economic development; as a means of labour discipline; as a punishment for having participated in strikes; and as a means of racial, social, national or religious discrimination.</p> <p>Workers are not obliged to lodge deposits or identity papers with their employers and are free to leave their employment after reasonable notice.</p> <p>[C] Provision of signed contracts of employment and evidence that these were freely signed.</p>
<p>1.4</p>	<p>CHILD LABOUR</p> <p>[P] Child labour is a violation of fundamental human rights which leads to the hindrance of children's development, potentially leading to lifelong physical or psychological damage. child labour perpetuates poverty across generations by keeping children of the poor out of school and limiting their prospects for upward social mobility. Children have a basic right to experience a childhood and to receive an education.</p>



	<p>The general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed.</p> <p>The ILO conventions define as a "child" a person under 18 years of age. It requires the elimination of all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, using children for illicit activities and work which is likely to harm the health, safety or morals of children. Persons under 18 years shall not be employed for night work or to work in hazardous conditions.</p> <p>[C] Evidence of an employment protocol evidencing minimum ages of workers for different work practices. Signed depositions that no child labour is used.</p>
1.5	<p>EQUALITY OF OPPORTUNITY & TREATMENT</p> <p>[P] No person shall be denied access to jobs and training, receive low wages, or be restricted to certain occupations simply on the basis of their sex, skin colour, ethnicity or beliefs, without regard to their capabilities and skills. Freedom from discrimination is a fundamental human right and is essential for both workers to choose their employment freely, to develop their potential to the full and to be remunerated on the basis of merit.</p> <p>[C] evidence of written employment procedure. Policies and procedures for equal rights with a grievance mechanism.</p>
1.6	<p>VOCATIONAL GUIDANCE AND TRAINING</p> <p>[P] Education and training are the key to making people employable, thereby allowing them to gain access to decent work and to escape poverty. Training opportunities should be tailored to the position and provide basic education, core work skills, and learning opportunities, resulting in a more skilled and productive workforce.</p> <p>[C] evidence of a written training programme that is appropriate, regular and updated for staff</p>
1.7	<p>EMPLOYMENT SECURITY</p> <p>[P] the employment of a worker should not be terminated unless there is a valid reason for such termination connected with the worker's capacity or conduct or based on the operational requirements of the undertaking, establishment or service. Reasons for dismissal which shall be not be considered valid include those based on union membership or participation in union activities, filing of a complaint against an employer, race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin, temporary absence due to illness, or absence from work during maternity leave. If an individual worker is dismissed, he or she shall have the right to defend him or herself against any allegations. Procedures should apply related to severance pay, period of notice, appeal procedures against dismissal, and unemployment insurance, and advance warning to be given to authorities in cases of mass dismissals.</p> <p>[C] Evidence of a contract referring to a Terms of Employment/procedural manual available for all employees/workers.</p>
1.8	<p>WAGES</p> <p>[P] Wages must comply with national laws or sector agreements. Wages are equal to or are above national minimums or sector agreements. Wages are paid regularly and arrangements are in place for settlement of unpaid wages in case of employer insolvency. Seasonal and piece rate workers are equitably treated. Wages should at a minimum meet basic needs and provide some discretionary income. All workers should be provided with written information about their wages in understandable form prior to commencing employment and are entitled to receive particulars of amounts paid for each pay period. No deductions from wages may be applied without express permission of the worker.</p> <p>[C] Evidence of contracts of employment and evidence of payment records or payslips are available.</p>
1.9	<p>WORKING TIME</p> <p>[P] working excessive hours poses a danger to workers' health and to their families. There should be a framework for regulated hours of work, daily and weekly rest periods, and annual holidays. These instruments ensure high</p>



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	<p>productivity while safeguarding workers' physical and mental health. Working hours should comply with national laws/international conventions. Overtime should be remunerated in accordance with set down procedures. Workers shall not in any event regularly work in excess of 48 hours per week and shall be entitled to at least one day off in every 7 day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall be compensated at a premium rate.</p> <p>[C] Evidence of a contract of employment/procedural manual clearly addressing working hours.</p>
1.10	<p>OCCUPATIONAL SAFETY AND HEALTH/WORKING CONDITIONS</p> <p>[P] Providing and maintaining workplaces, equipment and methods of work that are safe and without risk of injury to health; providing and maintaining safe means of access to any workplace; providing information, training and supervision necessary to ensure protection of workers against risks of accident or injury to health at work; providing workers with personal protective equipment and clothing and any life-saving appliances reasonably required; providing and maintaining suitable and adequate first-aid and rescue facilities; and developing and establishing proper procedures for emergency situations which may arise.</p> <p>Businesses must promote a preventative safety and health culture and progressively achieving a safe and healthy working environment through a fully implemented health and safety programme Workers should have access to clean toilet facilities and to potable water and where appropriate sanitary food storage and preparation facilities. Responsibility for Health and Safety should be assigned to a senior management representative.</p> <p>[C] Evidence of a labour contract and workers manual covering Health and Safety protocols. Evidence that workers are supplied with necessary equipment to operate safely. A health and safety programme is fully implemented. Evidence of responsibility by senior management representative.</p>
1.11	<p>MATERNITY PROTECTION</p> <p>[P] Expectant and nursing mothers require special protection to prevent harm to their or their infants' health, and they need adequate time to give birth, to recover, and to nurse their children. At the same time, they also require protection to ensure that they will not lose their job simply because of pregnancy or maternity leave. Safeguarding the health of expectant and nursing mothers and protecting them from job discrimination is a precondition for achieving genuine equality of opportunity and treatment for men and women at work and enabling workers to raise families in conditions of security.</p> <p>[C] Evidence of contract of employment/procedural manual.</p>
1.12	<p>SOCIAL POLICY</p> <p>[P] The ILO Constitution, in the Declaration of Philadelphia, states that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity". No worker should be subject to physical abuse or discipline or threat thereof, or any form of harassment, physical or verbal.</p> <p>[C] Company published social policy statement.</p>
1.13	<p>HIV/AIDS</p> <p>[P] discrimination against people with HIV/AIDS threatens fundamental rights at work, undermining opportunities for people to obtain decent employment.</p> <p>[C] Company published statement.</p>
1.14	<p>SEAFARERS</p> <p>[P] Seafarers are frequently exposed to difficult working conditions and particular occupational risks. Working far from home, they are vulnerable to exploitation and abuse, non-payment of wages, non-compliance with contracts, exposure to poor diet and living conditions, and even abandonment in foreign ports.</p> <p>[C]statement from transport operators that seafarers are subject to a contract of employment and employment manual.</p>

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