

*Finnish companies that aim to advance social responsibility in importing agreed on common principles in 2000. The Central Chamber of Commerce of Finland coordinates the voluntary cooperation of companies in the Social Responsibility in Importing Network.*

Principles implemented in the voluntary cooperation

### **1. Working must be voluntary**

The use of forced labour is forbidden, and employees shall not be kept in locked premises nor shall their freedom be restricted in any other way. No compulsory deposits of money, or identity cards etc. shall be demanded from employee as security against work, and they shall be free to resign their employment within a reasonable term.

(ILO Conventions 29 and 105)

### **2. Rights of association and collective bargaining shall be ensured**

Employees shall have right to join legal trade unions and to form them, and to bargain collectively for their working conditions and terms. If national legislation restricts the forming of unions or if they do not exist for some other reason, the employer shall enable the use of a company-wise negotiation mechanism.

(ILO Conventions 89 and 98, United Nations' Universal Declaration of Human Rights)

### **3. Safe and hygienic working conditions**

Employees shall be provided with a safe and healthy working environment, and no physical, mental or sexual harassment shall be permitted. Health and safety risks and accidents shall be prevented both in the short and long terms. Employees shall be given work health and safety training on regular basis.

Employees shall have access to potable water, clean sanitary facilities and when necessary, a storage place meeting health regulations for their own food. The lodgings arranged for employees shall also be clean and safe and they must meet the basic needs of female and male employees.

### **4. Child labour shall not be used**

The minimum age shall not be lower than the age of completing compulsory school attendance and not lower than 15 years (14 years in certain economically less developed countries). If children younger than this are currently employed, they shall be protected against all forms of abuse, and a transition plan shall be prepared for them to ensure their educational and financial safety until they are adults. Children and young employees (under 18 years of age) shall not be kept at work, which is hazardous to health or otherwise hazardous, nor at night work.

(ILO Conventions 138 and 182, the UN Convention on the Rights of the Child)

### **5. Wage shall be sufficient to meet basic needs**

Employees shall be paid at least the minimum legal wage or a wage that is specified in a collective labour agreement that is binding on the employer, whichever is greater. The wage shall always be sufficient to meet the basic needs. Wages shall be paid direct to the employees, and the wage calculation shall be comprehensible for the employees. Wage garnishment shall not be used as a disciplinary method,

(ILO Conventions 95 and 131 on wages)

### **6. Working hours shall be reasonable**

The regular working hours shall not exceed 48 hours and overtime 12 hours per week, unless lower limits have been specified in national legislation. Overtime shall be voluntary and temporary, and higher wage rates shall be applied to it.

Employees shall have right to a paid annual leave and 24 hours of consecutive rest per week.  
(ILO Conventions 14 and 106 on weekly working hours, and ILO Convention 132 on paid leaves)

**7. Working shall be based on fixed employment**

When work is of continuous nature, it shall be based on fixed contract. Employers shall not evade their legal, social security and other obligations related to the employment contract by, for instance, having employees work at home on inferior terms, or using apprenticeship training contrary to the regulations.

**8. Employees shall not be discriminated**

Employees shall not be discriminated because of their race, origin, skin colour, sex, religion, political opinion, trade union activity or the like.  
(ILO Conventions 100 and 111)