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amfori BSCI References

This updated version of the amfori BSCI References aligns with the amfori's 2024 brand guidelines; however, the content remains consistent with the version 2021. Any updates pertain solely to design and branding elements.

2021



References

The United Nations (UN) Universal Declaration of Human Rights (1948); the International Labour Organisation's (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (1977); the UN Guiding Principles on Business and Human Rights (UNGP) (2011) and the Guidelines for Multinational Enterprises developed by the Organisation for Economic Co-operation and Development (OECD) (2011) all represent the most widely accepted international frameworks for responsible business conduct and are underlying base for human rights due diligence.

ILO Conventions

The International Labour Organisation (ILO), whose tripartite structure includes representatives of governments, employers and workers, holds the responsibility for setting international labour standards and it is the legitimate source for international labour standards and their interpretation.

ILO standards are set in Conventions, having the force of international law and binding for states that have ratified them. They also include Recommendations, which provide additional interpretation guidance.

With the adoption of the Declaration on Fundamental Principles and Rights at Work (1998) all ILO member states have an obligation, regardless of ratification, to respect, promote and realise the principles contained in the Fundamental ILO Conventions.

Fundamental Conventions

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

The ILO's Governing Body has also designated another four conventions as "priority" instruments, because of their importance to strengthen national institutions and capacities that serve to promote employment and ensure compliance with labour standards. These conventions were identified by the ILO Declaration on Social Justice for a Fair Globalization and presented as Governance Conventions in the ILO Action Plan 2010-2016.

Governance (priority) Conventions

- Labour Inspection Convention, 1947 (No. 81)
- Employment Policy Convention, 1964 (No. 122)
- Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

In addition, other ILO Conventions and Standards are particularly relevant for the amfori BSCI and they are the best references for the amfori BSCI Code of Conduct (CoC) and amfori BSCI System Manual.

Below you find them organised in relation to each amfori BSCI principle.

The Rights of Freedom of Association and Collective Bargaining

- C011 - Right of Association (Agriculture) Convention, 1921
- C135 - Workers' Representatives Convention, 1971
- C141 - Rural Workers' Organisations Convention, 1975
- C154 - Collective Bargaining Convention, 1981
- R091 - Collective Agreements Recommendation, 1951
- R092 - Voluntary Conciliation and Arbitration Recommendation, 1951
- R143 - Workers' Representatives Recommendation, 1971
- R158 - Labour Administration Recommendation, 1978

No Discrimination, Violence or Harassment

- C156 - Workers with Family Responsibilities Convention, 1981
- C159 - Vocational Rehabilitation and Employment (Disabled Persons), 1983
- R165 - Workers with Family Responsibilities Recommendation, 1981
- C190 - Violence and Harassment Convention, 2019
- R206 - Violence and Harassment Recommendation, 2019

Fair Remuneration

- C095 - Protection of Wages Convention, 1949
- C100 - Equal Remuneration Convention, 1951
- C131 - Minimum Wage Fixing Convention, 1970
- R085 - Protection of Wages Recommendation, 1949
- R135 - Minimum Wage Fixing Recommendation, 1970
- R180 - Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992

Decent Working Hours

- C001 - Hours of Work (Industry) Convention, 1919
- C014 - Weekly Rest (Industry) Convention, 1921
- C132 - Holidays with Pay Convention (Revised), 1970
- C101 - Holidays with Pay (Agriculture) Convention, 1952
- C171 - Night Work Convention, 1990
- C110 - Plantation Convention, 1958
- R116 - Reduction of Hours of Work Recommendation, 1962
- R110 - Plantations Recommendation, 1958

Occupational Health and Safety

- C148 - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
- C155 - Occupational Safety and Health Convention, 1981
- C183 - Maternity Protection Convention, 2000
- C184 - Safety and Health in Agriculture Convention, 2001
- C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 C188 - Work in Fishing Convention, 2007
- R164 - Occupational Safety and Health Recommendation, 1981

No Child Labour

- C131 - Minimum Wage Fixing Convention, 1970
- R014 - Night Work of Children and Young Persons (Agriculture), 1921
- R190 - Worst Forms of Child Labour Recommendation, 1999

Special Protection for Young Workers

- C010 - Minimum Age (Agriculture) Convention, 1921
- C016 - Medical Examination of Young Persons (Sea) Convention, 1921
- C077 - Medical Examination of Young Persons (Industry) Convention, 1946
- R014 - Night Work of Children and Young Persons (Agriculture), 1921
- R146 - Minimum Age Recommendation, 1973

No Precarious Employment

- C024 - Sickness Insurance (Industry) Convention, 1927
- C025 - Sickness Insurance (Agriculture) Convention, 1927
- C095 - Protection of Wages Convention, 1949
- C117 - Social Policy (Basic Aims and Standards) Convention, 1962
- C158 - Termination of Employment Convention, 1982
- C175 - Part-Time Work Convention, 1994
- C177 - Home Work Convention, 1996
- C181 - Private Employment Agencies Convention, 1997

No Bonded, Forced Labour or Human Trafficking

(See Fundamental Conventions)

International References inthe Context of the amfori BSCI Principles

- The International Labour Organisation's (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (1977)
- ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs (2019)
- ILO Code of practice of safety and health in agriculture (2010)
- ILO Plan of Action 2010- 2016: Towards widespread ratification and effective implementation of the governance Conventions
- ILO Safework Programme
- ILO Helpdesk ILO Helpdesk for Business on International Labour Standards
- United Nations Universal Declaration of Human Rights (1948)
- UN Convention on the Elimination of All Forms of Discrimination against Women (1979)
- UN Convention against Corruption (2005)
- UN Guiding Principles on Business and Human Rights (2011)
- UN "Protect, Respect and Remedy" Framework for Business and Human Rights (2008)
- UNGP Reporting Framework: Assurance of Human Rights Performance and Reporting (2015)
- UN Children's Rights and Business Principles (2013)
- UN Gender Dimensions of the Guiding Principles on Business and Human Rights (2019)
- UN WOMEN Women Empowerment Principles (2020)
- UN WOMEN The power of procurement: How to source from women-owned businesses (2017)
- UNECE Declaration for Gender Responsive Standards and Standards Development (2019)
- UN 2030 Agenda for Sustainable Development (2015)
- UN Office of the High Commissioner for Human Rights (OHCHR), The Corporate Responsibility to Respect Human Rights: An interpretive Guide (2012)
- OECD Due Diligence Guidance for Responsible Business Conduct (2018)
- OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector (2017)
- OECD Guidelines for Multinational Enterprises (2011)
- OECD-The Food and Agriculture Organization (FAO) Guidance for Responsible Agricultural Supply Chains (2016)
- OECD Due Diligence Guidance for Meaningful Stakeholder Engagement in the Extractive Sector (2017)
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (2016)
- OECD Practical actions for companies to identify and address the worst forms of child labour in mineral supply chains (2017)
- Dhaka Principles for Migration with Dignity (2011)
- Migration with Dignity: A Guide to Implementing the Dhaka Principles (2017)

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