

Code of Conduct

A Charter for the Social Partners in the European Woodworking Industry

Preamble

The European Confederation of Woodworking Industries (CEI-BOIS) and the European Federation of Building and Woodworkers (EFBWW), meeting under the Sectoral Social Dialogue at European level, reaffirm their profound belief in the observance of human rights¹.

The social partners at European level wish to see open and fair world trade.

These partners have decided to take action to promote a European woodworking industry, which is profitable, internationally competitive and founded on respect for the interests of both employers and workers.

Article 1

CEI-BOIS and EFBWW call upon their members² actively to encourage the enterprises and workers in the European woodworking industry to observe the following ILO Conventions:

1. Abolition of forced labour (Conventions 29 and 105):

Forced labour, labour performed by those held in slavery or by prisoners is prohibited.

2. Freedom of association and the right to collective bargaining (Conventions 87 and 98):

The right of workers to form or join trade unions and the right of employers to organise are recognised. Employers and workers may bargain freely and independently.

3. Abolition of child labour (Convention 138):

Child labour is prohibited. Children under the age of 15 or below the compulsory school age in force in the countries concerned may not be admitted to employment.

4. Non-discrimination in employment (Convention 111):

Workers are employed on the basis of their aptitude for the work and not on the basis of their race, individual characteristics, religious beliefs, political opinions or social origins.

¹ As defined, in particular, in the Universal Declaration of Human Rights.

² List attached.

Article 2 – Dissemination and promotion

- a) CEI-BOIS and the EFBWW have undertaken to disseminate this Charter in the appropriate languages at every level by 30 June 2002.
- b) CEI-BOIS and the EFBWW will call upon their respective member organisations to adopt this Charter and encourage its progressive application at enterprise level.

Article 3 – Follow-up and evaluation

- a) CEI-BOIS and the EFBWW have agreed, under the Sectoral Social Dialogue, to monitor the progress made in implementing this Charter.
- b) To this end, CEI-BOIS and the EFBWW will carry out an annual evaluation of the Charter's implementation, for the first time on 30 June 2003 at latest. The findings of this evaluation will be reported in the Sectoral Social Dialogue. They will be able to request any technical assistance required for this purpose from the Commission and the Member States.
- c) CEI-BOIS and the EFBWW, in the context of the European Sectoral Social Dialogue, may decide jointly and freely to take any other initiative in connection with implementation of this Charter.

Signed in Brussels on 20 March 2002,

Mr. Alberto Mesquita

Chairman of the working group "Social Affairs"
of CEI-Bois

Mr. Massimo Trinci

President of the Permanent Committee Wood of
EFBWW

Mr. Bo Borgström

President of CEI-Bois